A/62/7/Add.1–40

United Nations

Advisory Committee on Administrative and Budgetary Questions

Second to thirty-second reports on the proposed programme budget for the biennium 2008–2009 and thirty-third to forty-first reports on the programme budget for the biennium 2008–2009

General Assembly
Official Records
Sixty-second Session
Supplement No. 7A (A/62/7/Add.1–40)

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Second to thirty-second reports on the proposed programme budget for the biennium 2008–2009 and thirty-third to forty-first reports on the programme budget for the biennium 2008–2009

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Note

Symbols of United Nations documents are composed of capital letters combined with figures. Mention of such a symbol indicates a reference to a United Nations document.

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Abbreviations

AMISOM	African Union Mission in Somalia
ASEAN	Association of Southeast Asian Nations
BINUB	United Nations Integrated Office in Burundi
BONUCA	United Nations Peacebuilding Support Office in the Central African Republic
CEB	United Nations System Chief Executives Board for Coordination
CNMC	Cameroon-Nigeria Mixed Commission
CTBTO	Comprehensive Nuclear-Test-Ban Treaty Organization
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
IAEA	International Atomic Energy Agency
ICSC	International Civil Service Commission
IIIC	International Independent Investigation Commission
IMIS	Integrated Management Information System
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre UNCTAD/WTO
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
NEPAD	New Partnership for Africa's Development
OHCHR	Office of the United Nations High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
SPECA	United Nations Special Programme for the Economies of Central Asia
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNCTAD	United Nations Conference on Trade and Development
UNICEF	United Nations Children's Fund
UNIDIR	United Nations Institute for Disarmament Research
UNIDO	United Nations Industrial Development Organization
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNIOSIL	United Nations Integrated Office in Sierra Leone
UNJSPF	United Nations Joint Staff Pension Fund
UNMIL	United Nations Mission in Liberia
UNMIN	United Nations Mission in Nepal
UNMIS	United Nations Mission in the Sudan
UNOGBIS	United Nations Peacebuilding Support Office in Guinea-Bissau
UNOV	United Nations Office at Vienna
UNOWA	Office of the Special Representative of the Secretary-General for West Africa
UNPOS	United Nations Political Office for Somalia
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
WHO	World Health Organization
WTO	World Trade Organization

Document A/62/7/Add.1

Second report

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for 2007

[Original: English]
[21 September 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General (A/62/336) on the administrative and financial implications for the biennium 2008–2009 of the decisions and recommendations of the International Civil Service Commission on the United Nations common system, as contained in the report of the Commission to the General Assembly for the year 2007 (A/62/30 and Corr.1).

2. As in the past, the Advisory Committee has confined its consideration of the financial implications of recommendations contained in the report of the Commission to those submitted to the General Assembly by the Secretary-General in his statement. As indicated in the Secretary-General's statement, the report of the Commission contains, in paragraphs 45 to 49, decisions and recommendations on the conditions of service of the General Service category in London that involve financial implications for other participating organizations of the common system. However, those decisions and recommendations would have no financial implications for the proposed programme budget of the United Nations for the biennium 2008–2009. The Advisory Committee has not commented on the recommendations themselves or on their underlying methodology.

3. As indicated in paragraph 3 of the Secretary-General's statement, the cumulative movement of the United States federal civil service net salaries in Washington, D.C., the current comparator, increased by 1.97 per cent, as from 1 January 2007. As a result, the comparator's reference salary (GS-13/GS-14) was 1.97 per cent higher than the net salary of a P-4/VI in the current United Nations base/floor salary scale. In accordance with the approved procedures and past practices, this would call for an upward adjustment of 1.97 per cent in the common system salary scale for staff in the Professional and higher categories. In its 2007 annual report, the Commission has recommended to the General Assembly an upward adjustment of the current base/floor salary scale for staff in the Professional and higher categories by 1.97 per cent, effective from 1 January 2008. The increase of 1.97 per cent for the year 2008 in the base/floor salary scale would be implemented through the standard method of consolidating post adjustment multiplier points on a no-loss/no-gain basis.

4. The Secretary-General indicates that, for the United Nations and other participating organizations of the common system, the financial implications, on an annual basis, of the 1.97 per cent upward adjustment of the current base/floor salary scale for staff in the Professional and higher categories are estimated at $US 348,700 owing to the increased level of separation payments (see A/62/336, para. 4). With regard to the proposed programme budget of the United Nations and the proposed budgets for the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia for the biennium 2008–2009, the financial implications of the increased level of separation payments are estimated at $307,700, $21,400 and $35,600 respectively (ibid., para. 5). The annex to the present report provides details of how the estimates were arrived at.

5. The Secretary-General indicates in paragraph 8 of his statement that the additional requirements resulting from the decisions and recommendations of the International Civil Service Commission related to the proposed upward adjustment of the current base/floor salary scale for staff in the Professional and higher categories by 1.97 per cent will be reflected in the recosting of the proposed programme budget for the biennium 2008–2009 prior to determination of the appropriations to be adopted by the General Assembly. **The Advisory Committee has no objection to the Secretary-General's approach.**

Annex

Calculation of the financial implications contained in the report of the International Civil Service Commission for 2007

Table 1

Calculation used by the International Civil Service Commission in arriving at the amount of financial implications indicated in its report for the United Nations and other participating organizations of the common system

I.	Elements		
	(*a*) Current average base salary[a] (United States dollars)	73 624	(P-4/VI(D))[a]
	(*b*) Average number of separations system-wide	2 500	
	(*c*) Average separation payment (weeks)	5	
	(*d*) Number of weeks per year	52	
	(*e*) Base/floor increase (percentage)	1.97	
II.	Formula[b]	(*a*) x (*c*)/(*d*) x (*b*) x (*e*) =	348 652
III.	Rounded to nearest hundred		348 700

[a] D = dependency rate.

[b] Based on approach approved in 1990 (see ICSC/32/R.6).

Table 2

Calculation of the financial implications for the proposed programme budgets of the United Nations, the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda for the biennium 2008–2009 arising from the recommendations of the International Civil Service Commission

(United States dollars)

	Actual expenditure on separation payments January-July 2007	*Average monthly expenditure*	*Projection for January 2008-December 2009*	*Financial implications for January 2008-December 2009*[a]
	(a)	*(b)=(a)/7 months*	*(c)=(b)x24 months*	*(d)=(c)x0.0197*[a,b]
United Nations	4 556 100	650 871	15 620 914	307 732
International Tribunal for the Former Yugoslavia	527 100	75 300	1 807 200	35 602
International Criminal Tribunal for Rwanda	316 600	45 229	1 085 486	21 384

[a] The amounts indicated in the statement of programme budget implications are rounded to the nearest hundred.

[b] Percentage increase recommended by the International Civil Service Commission (1.97 per cent).

Document A/62/7/Add.2

Third report

Revised estimates under sections 17, 20, 21, 27, 28C, 28D, 28E, 28F and 28G of the proposed programme budget for the biennium 2008–2009 to ensure operational preparedness and business continuity in a protracted human influenza pandemic crisis

[Original: English]
[8 October 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on revised estimates under sections 17, 20, 21, 27, 28C, 28D, 28E, 28F and 28G of the proposed programme budget for the biennium 2008–2009 to ensure operational preparedness and business continuity in a protracted human influenza pandemic crisis (A/62/328). During its consideration of the report, the Committee met with representatives of the Secretary-General, who provided additional information.

2. The Advisory Committee notes that, in order to respond to the emergence of the virulent strain of avian influenza known as A(H5N1), which has put the world on alert for a new human influenza pandemic, the United Nations system has developed coordinated strategies at the international and national levels. A United Nations System Influenza Coordinator, appointed on 25 September 2005, was given the task of developing and implementing a comprehensive, unified strategy for the United Nations system globally on influenza pandemic prevention, preparedness and response, and of improving efforts to control avian influenza (ibid, para. 1). The Inter-agency Steering Committee on Avian and Human Influenza, established in September 2005 and chaired by the Deputy Secretary-General, meets approximately every other month to provide guidance for a coordinated system response globally (ibid., para. 2). In March 2006, policies were set out aimed at ensuring preparedness, sustaining operations and protecting personnel (ibid., para. 3). These included (*a*) a directive by the Secretary-General, requesting all the United Nations offices and agencies to appoint an avian and human influenza coordinator at all duty stations; (*b*) Pandemic Planning and Preparedness Guidelines for the United Nations System; and (*c*) United Nations Medical Services Staff Contingency Plan Guidelines for an Influenza Pandemic. Upon enquiry, the Committee was informed that the influenza pandemic preparedness coordinator at Headquarters was appointed in May 2006 and served in that capacity until July 2007, when the functions were taken over by the Department of Management of the Secretariat (see para. 6 below).

3. The Advisory Committee also notes that in September 2006, the Pandemic Senior Emergency Policy Team, chaired by the Deputy Secretary-General, requested all the United Nations headquarters locations and regional commissions to prepare contingency plans with budgetary requirements. This contingency planning had two goals: to protect the health, safety and security of United Nations personnel and physical assets, and to ensure the continuation of critical functions and operations of the United Nations. In order to ensure that those contingency plans and budgetary requirements were in line with global best practices for pandemic planning, an external validation exercise was undertaken in June and July 2007 (ibid., paras. 6 and 8). Contingency planning for peacekeeping missions and offices of the United Nations system at the country level has also been undertaken (ibid., para. 7).

4. The Advisory Committee further notes that 2007 requirements for non-post requirements for the initial preparedness activities of the Secretariat are being met through funding arrangements under the discretionary authority granted to the Secretary-General in General Assembly resolution

60/283 of 7 July 2006, and will be reported in the context of the second performance report on the programme budget for the biennium 2006–2007. Those requirements, which total $US 5,969,900 for 2007, are under sections 17, 18, 20, 21, 27, 28A, 28C, 28D, 28E, 28F and 28G of the programme budget (ibid., para. 13). Upon enquiry, the Committee was informed that, of that amount, an unspent balance of $275,577 is expected to remain at the end of the year (see annex I to the present document).

5. As indicated in tables 1, 9 and 10 of the report of the Secretary-General (A/62/328), the revised estimates for the biennium 2008–2009 include additional requirements of $7,868,600 for the offices in New York, Geneva, Vienna and Nairobi and for the regional commissions, of which $5,951,600 is required for Headquarters. Upon enquiry, the Advisory Committee was provided with a summary of the itemized recurrent and non-recurrent requirements (see annex II to the present document). Three categories of preparedness activities have been identified: (*a*) activities needed to maintain business continuity of the United Nations critical functions and operations; (*b*) medical intervention and prevention; and (*c*) preparatory activities in capacity-building and training. In the event of a pandemic, more activities would have to be undertaken and additional resources would be required. Therefore, the additional requirements, estimated at $9,976,200, are presented for information in the report of the Secretary-General (ibid., paras. 11 and 12, and tables 9 and 10).

II. Business continuity

6. The Advisory Committee notes that activities to maintain business continuity would account for the largest share of the budgetary requirements for the biennium 2008–2009. Out of the total estimate of $5,951,600 for Headquarters, $5,038,700 relates to activities to maintain business continuity, including resources for the Business Continuity Management Unit, which has been created in the Office of Central Support Services of the Department of Management. The Unit has been given responsibility for the coordination and monitoring of crisis planning and preparedness activities at all locations (ibid., paras. 19 and 20). Upon enquiry, the Committee was informed that the Unit, and its related information technology support staff, would consist of six positions (2 P-5, 1 P-4, 2 P-3 and 1 General Service (Other level)), to be funded under general temporary assistance, at an estimated cost of $1,963,500 for the biennium 2008–2009. Except for one P-5, these positions are expected to continue beyond 2009 (see annex III to the present document). Two of the positions had already been filled and three were expected to be filled in November 2007.

7. Business continuity activities proposed for the biennium 2008–2009 would focus on upgrading information technology services in United Nations offices. At Headquarters, the procurement of software and licences is planned to enable videoconference meetings for the Security Council and the General Assembly in the event of an emergency, and to enable critical personnel either to telecommute or to continue working within the United Nations complex (ibid., paras. 15 and 20). For the United Nations Office at Vienna, both hardware and software platforms would be upgraded in order to enable all 500 personnel to work remotely (ibid., para. 27). The activities at the United Nations Office at Geneva would include upgrading information and communications technology and building maintenance systems to enable telecommuting, and providing additional audio and videoconferencing support to enable the Security Council and the General Assembly to continue functioning (ibid., para. 25).

8. The Advisory Committee notes that the Secretariat has undertaken a number of other business continuity activities. **The Advisory Committee does not favour a piecemeal approach to business continuity requirements. It therefore recommends that a comprehensive review of business continuity requirements be undertaken, under the auspices of the Chief Information Technology Officer. Such a review should cover all business continuity activities, including those related to the human influenza pandemic, as outlined above, as well as those related to disaster recovery and business continuity in the area of information and communications technology, for which a separate report is being submitted to the General Assembly, pursuant to its resolutions 59/276 of 23 December 2004 and 60/266 of 30 June**

2006. A supplementary report thereon should be submitted to the Assembly at a later stage. Pending the results of the review, the Advisory Committee recommends that general temporary assistance positions be used strictly as and when required. The Advisory Committee therefore recommends a reduction of 20 per cent ($629,000) in the amount requested under general temporary assistance for the biennium 2008–2009.

III. Medical intervention and prevention

9. The Advisory Committee considered the issue of procurement and replenishment of medications for prevention or treatment in the event of a human influenza pandemic. As indicated in paragraph 21 of the report of the Secretary-General, maintaining medical stocks would require continuing investments to replenish supplies after their expiry dates. The Committee was informed that the medications would include common flu medication, antibiotics and seasonal influenza vaccine. Upon enquiry, the Committee was informed that the effectiveness of existing medications in the event of a pandemic was unknown, since the virus could mutate from the current strain. In addition, it was informed that the development of a vaccine would take months after emergence of the virus.

10. Furthermore, the Advisory Committee was informed that, while antibiotics had an average shelf life of four years, seasonal influenza vaccine and oral suspension for paediatric use would need to be replenished annually. **The Advisory Committee questions the cost-effectiveness of the proposed stockpiling, and annual replenishment in some cases, of medications to respond to a virus for which they may not be effective.** The Committee points out that the World Health Organization (WHO) has had arrangements for an emergency supply of certain medications with major pharmaceutical companies, and the Committee was also informed that the United Nations Children's Fund and the United Nations Development Programme had similar arrangements with pharmaceutical companies. **The Advisory Committee therefore recommends that the Secretariat explore the possibility of making similar arrangements for medications and vaccines in the event of a human influenza pandemic. At this stage, the Committee recommends a reduction of 20 per cent ($89,000) for medications that have a limited shelf life.**

11. With regard to cooperation with host countries on medical intervention and prevention, the Advisory Committee notes with appreciation that the Government of Austria would provide medical intervention and prevention for United Nations personnel in Vienna and that the Government of Switzerland would make similar provisions for United Nations personnel in Geneva (ibid., paras. 24 and 26). **The Advisory Committee recommends that all offices of the United Nations be urged to work closely with host Governments and to seek similar provisions for United Nations personnel.**

IV. Capacity-building and training

12. With regard to preparatory activities in capacity-building and training, the Advisory Committee notes that these would cover the external training of focal points and internal training of staff, by consultants and through information sessions. The awareness campaign would involve, among other things, the issuance of leaflets on coping with pandemic stress, brochures with advice and answers to frequently asked questions, booklets and posters (ibid., paras. 22, 31, 35, 41 and 44). **In the opinion of the Advisory Committee, WHO should lead in this type of training. Priority should be given to e-training and e-learning and full advantage should be taken of the information available on the WHO website and training materials prepared by WHO. The Advisory Committee welcomes the availability in all six official languages of the information on the WHO website.**

13. In this connection, the Advisory Committee notes that two websites are to be hosted by the Secretariat. One of them, for the public, in all six official languages, will be maintained by the

Department of Public Information, while the other, for United Nations personnel, presumably in both working languages of the Secretariat, would be maintained by the Office of Human Resources Management. The Advisory Committee was informed that the hosting, content management and updating of the public website would require $128,000 for the biennium 2008–2009 and that the content management of and infrastructure support for the internal website would cost $404,400 for the same period. **In view of the above, and given the key role of WHO as the focal point for activities relating to the influenza pandemic, the Advisory Committee is concerned about the overlap and duplication. In its view, the Secretariat should ensure that maximum use is made of the material produced by WHO, and limit its own activities accordingly. Therefore, the Advisory Committee recommends a reduction of 20 per cent ($106,480) under both contractual services and general operating expenses.**

V. Conclusion

14. **The Advisory Committee recognizes the need for preparedness and contingency planning for a protracted human influenza pandemic crisis, as indicated in the report of the Secretary-General. However, it is of the opinion that a prudent and well-coordinated approach ought to be followed across the United Nations system. The United Nations System Influenza Coordinator should ensure coordination, while WHO should function as the central gateway for the public awareness campaign and provide training and technical support for the United Nations system as a whole. The Advisory Committee recommends that the revised estimates for the biennium 2008–2009 be approved subject to the recommendations made above. The Advisory Committee also recommends that continuation, beyond 2008–2009, of the Business Continuity Management Unit be considered in the light of further consultation with WHO (see para. 6 above).**

Annex I

Expenditure against allotments for avian influenza preparedness

(United States dollars)

	Allotted for 2007	*Expenditures as at 24 September 2007*	*Estimated expenditures from 25 September to 31 December 2007*	*Balance*
Object of expenditure	*a*	*b*	*c*	*d=a-(b+c)*
Posts	—	—	—	—
Other staff costs	1 185 500.0	369 717.0	539 895.7	275 887.3
Consultants and experts	—	16 900.0	—	(16 900.0)
Travel of representatives	—	—	—	—
Travel of staff	112 100.0	55 016.0	58 758.2	(1 674.2)
Contractual services	924 100.0	1 502.8	922 597.2	—
General operating expenses	859 100.0	—	841 550.0	17 550.0
Hospitality	—	—	—	—
Supplies and materials	1 719 900.0	12.0	1 719 900.0	(12.0)
Furniture and equipment	1 169 200.0	56 870.2	1 111 603.8	726.0
Grants and contributions	—	—	—	—
Total	**5 969 900.0**	**500 018.0**	**5 194 304.8**	**275 577.2**

Note: Allotments for 2007 were issued in August 2007. While only a small percentage of the total allotments has been spent so far, most of the remaining resources are expected to be committed by the end of 2007.

Annex II

Summary of requirements by object of expenditure, 2008–2009

(Thousands of United States dollars)

	Total	*Recurrent*	*Non-recurrent*
Posts	—	—	—
Other staff costs	**3 148.6**	2 709.1	439.5
Consultants and experts	**3.0**	3.0	—
Travel of staff	**40.0**	40.0	—
Contractual services	**1 960.3**	456.6	1 503.7
General operating expenses	**1 888.6**	1 888.6	—
Hospitality	—	—	—
Supplies and materials	**693.3**	406.6	286.7
Furniture and equipment	**134.8**	108.4	26.4
Grants and contributions	—	—	—
Total	**7 868.6**	**5 612.3**	**2 256.3**

Annex III

General temporary assistance positions

Office	*Positions expected to continue beyond 2009*	*Positions not expected to continue beyond 2009*
Economic Commission for Africa	3 positions (1 P-3 avian influenza focal point and 2 GS (LL) for preparatory and training activities)	None
Office of Human Resource Management	None	2 P-4 positions for preparing medical guidelines and simulations and coordination/preparation/ implementation of training plan
Office of Central Support Services	5 positions (1 P-5 Chief of Business Continuity Management Unit, 1 P-4 specialist in business continuity preparedness, 2 P-3 information technology officers and 1 GS (OL) assistant)	1 P-5 Coordinator for simulations and operations continuity
United Nations Office at Nairobi	3 positions (1 P-4 coordination specialist and 2 GS (LL) assistants)	None

Document A/62/7/Add.3

Fourth report

Administrative expenses of the United Nations Joint Staff Pension Fund

[Original: English]
[16 October 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the United Nations Joint Staff Pension Board on the administrative expenses of the United Nations Joint Staff Pension Fund (A/62/175). During its consideration of the report, the Advisory Committee met with the Chairman of the Pension Board, the Chief Executive Officer of the Fund and the Representative of the Secretary-General for the Investments of the Fund.

2. The report of the United Nations Joint Staff Pension Board contains the revised budget estimates and performance report for the biennium 2006–2007, the proposed budget estimates for the biennium 2008–2009 and a proposal for authorization to supplement contributions to the Emergency Fund for the biennium 2008–2009 by an amount not exceeding $US 200,000. **The Advisory Committee welcomes the improved quality of the budget report and related documents.**

3. As indicated in the overview of the activities of the Fund (ibid, para. 1), there are currently 22 organizations members of the United Nations Joint Staff Pension Fund, with a combined total of 155,151 active participants and benefits in payment as at 31 December 2006. The Advisory Committee was informed that the International Organization for Migration had joined the Fund as at 1 January 2007, adding about 1,500 new participants.

4. As indicated in the budget document (ibid., para. 3), the active participant population increased by 5.1 per cent for the one-year period ended 31 December 2006 and the number of periodic benefits in payment for the same period increased by 2.3 per cent. Figures I and II of the report illustrate the growth in the number of active participants and in the number of benefits in payment since 1995.

5. The Advisory Committee notes that the market value of the Fund's assets had increased from $31.4 billion at the end of December 2005 to $36.3 billion at the end of December 2006. This represents an increase of 15.5 per cent (ibid., para. 7). The Advisory Committee was informed that, as at 1 October 2007, the market value of the assets of the Fund stood at $41.2 billion.

6. The Advisory Committee notes that the budget document is presented in results-based budgeting format. During its hearings, the Advisory Committee discussed with the representatives of the secretariat of the Fund various ideas which could contribute to streamlining and shortening the budget document. **The Advisory Committee suggested, for example, that consideration be given to reducing the size of the budget document by focusing the annexes on essential facts and figures.**

7. **The Advisory Committee welcomes the inclusion in the performance report for the biennium 2006–2007 of information on the status of information technology projects and trusts that information on timelines and completion dates of projects will continue to be included in future proposed budgets (see A/60/7/Add.1–42, document A/60/7/Add.7, para. 11).**

8. **The Advisory Committee considers that more attention should be paid to improving the results-based budgeting format, including the presentation of indicators of achievement.** For example, the indicators of achievement for the improved gender balance of staff in the Investment Management Service provide for an increased percentage of women at the

Professional level and above but the target figures for the biennium 2008–2009 do not reflect any increase (A/62/175, table 21).

II. Revised budget estimates and performance report for the biennium 2006–2007

9. As indicated in the budget document (ibid., para. 10), the General Assembly, in section III of its resolution 60/248 of 23 December 2005, approved appropriations for the biennium 2006–2007 totalling $108,262,500, comprising $57,305,700 for administrative costs, $49,236,200 for investment costs and $1,720,600 for audit costs. Of that amount, $91,722,700 is chargeable directly to the Fund and $16,539,800 represents the share of costs borne by the United Nations. In addition, authorized extrabudgetary resources amounting to $131,000 were to be funded by a number of member organizations. In section IV of its resolution 61/240 of 22 December 2006, the Assembly increased the appropriations by $2,403,000 for a total of $110,665,500, comprising administrative costs ($57,581,200), investment costs ($51,145,400) and audit costs ($1,938,900). Of this amount, $94,014,200 is chargeable directly to the Fund and $16,651,300 represents the share of costs borne by the United Nations.

10. In paragraph 9 of the budget document (A/62/175), it is indicated that expenditures for the biennium 2006–2007 reflect actual expenditures for the 15-month period from 1 January 2006 to 31 March 2007 and estimated expenditures for the 9-month period from 1 April through 31 December 2007. The reasons for the reported variances in expenditure have been adequately explained in the report (ibid., paras. 13–45). **The Advisory Committee is of the view that, given its investments in administrative and technological capacities, the Fund should be in a position to reflect more up-to-date actual expenditures in its performance reports prior to their submission to the Advisory Committee. The Advisory Committee encourages the secretariat of the Fund to extend the reporting period for actual expenditures by at least three months and shorten the reporting period for projected estimates accordingly.** Upon enquiry, the Advisory Committee was provided with information on the most recently available actual and projected expenditure for the biennium 2006–2007 (see annex I to the present document). Total expenditure for the biennium 2006–2007 is now estimated at $104,461,100, which would result in projected savings of $6,204,400, comprising $1,287,900 under administrative costs, $4,832,900 under investment costs and $83,600 under audit costs.

11. The Advisory Committee observes that a total of $2,323,100 ($1,517,100 for the secretariat and $806,000 for the Investment Management Service) is estimated for the biennium 2006–2007 for the tax settlement of staff members of the Fund who are taxed by their own Governments. As indicated in the budget document (ibid., para. 67), historically, provision has not been made in the Fund's budget for the tax settlement, with the cost of posts budgeted without the staff assessment component; for the year 2006, however, payment for such tax settlements was requested by the United Nations. Accordingly, the Pension Board recommended that the General Assembly approve, effective with the budget for 2006–2007, the charging of tax reimbursements to the Tax Equalization Fund maintained by the Secretary-General in respect of United Nations activities under the General Fund (ibid., paras. 68 and 150 (*e*). **The Advisory Committee recommends acceptance of the Pension Board's recommendation**.

12. Information on the status of information technology projects funded under administrative costs during the biennium 2006–2007 is provided in table 2 and paragraphs 21 to 32 of the budget document (A/62/175). The Advisory Committee notes that most information technology projects have been completed or will be completed before the end of 2007. While it is indicated that the enterprise resource planning project is to be completed in November 2007 (ibid., table 2), the Advisory Committee was informed that it was a study of the Fund's requirements in respect of enterprise resource planning that would be completed by the end of 2007, and that the study was to be undertaken by a specialized consulting firm contracted by the Fund through the United Nations Procurement Service. The Advisory Committee notes from paragraph 31 of the budget document that, in the biennium 2008–2009, the Fund will document all processes, procedures and

best practices for eventual migration to the selected enterprise resource planning platform, that an overall cost estimate for the project will be provided at that time and that it is expected that the full deployment of the enterprise resource planning solution will take place in the biennium 2010–2011.

III. Proposed budget for the biennium 2008–2009

13. The proposed budget of the Fund for the biennium 2008–2009 amounts to $142,271,300 (before recosting), comprising administrative costs of $71,769,300, investment costs of $68,054,500, audit costs of $2,388,600 and Pension Board expenses of $58,900. The estimated requirements of $142,271,300 represent resource growth of $31,605,800, or 28.6 per cent, compared to the revised appropriation of $110,665,500 for the biennium 2006–2007. The overall resource growth reflects 24.6 per cent growth under administrative costs, 33.1 per cent growth under investment costs and 23.2 per cent growth under audit costs.

14. The budget document (ibid., paras. 69–72 and 128) provides information on the projected resource growth of $31,605,800 as follows:

(*a*) *Administrative costs*. The resource growth of $14,188,100 relates to the proposed increase in post ($3,761,800) and non-post ($10,426,300) costs. The increase in post requirements reflects 15 new posts, the reclassification of 1 post and the conversion of 3 temporary posts to established posts. Increases in non-post costs arise primarily from the implementation of information technology and business projects ($6,177,000), maintenance of information technology equipment ($1,711,600) and acquisition of additional equipment ($395,000), increase in rental of premises ($1,408,300), travel of staff and representatives ($327,400) and communication charges ($539,300);

(*b*) *Investment costs*. The resource growth of $16,909,100 comprises the proposed increase in post ($2,997,600) and non-post ($13,911,500) costs. The increase in post requirements reflects 10 new posts and the reclassification of 1 post. Increases in non-post costs arise primarily from travel of staff ($553,700), contractual services for external legal consultants, third-party service providers and market data services ($10,373,400) and rental of premises, including renovations ($3,934,300);

(*c*) *Audit costs*. Additional resources of $449,700 are proposed for the apportioned cost applicable to the Fund for the Board of Auditors ($74,700) and, for internal audit, an increase in post costs ($310,000) and travel of staff ($61,000);

(*d*) *Board expenses*. The estimated requirements of $58,900 cover travel costs of the Chairman of the Board to attend its fifty-fifth session and meetings of the Advisory Committee ($13,900), and administrative expenses for the fifty-fifth session of the Board ($45,000), to be hosted by the International Fund for Agricultural Development in Rome, in July 2008.

15. At 2008–2009 rates, the proposed budget of $150,995,100 (ibid., table 6), consists of $131,996,500 apportioned to the Pension Fund and $18,998,600 apportioned to the United Nations under the cost-sharing agreement. In addition, extrabudgetary resources of $153,600 are projected for the continuation during the biennium 2008–2009 of one General Service (Other level) post for the processing of after-service health insurance premium payments, which is fully funded by the participating organizations.

16. A total of 214 posts, including 1 extrabudgetary post, are projected for the Fund's operations in the biennium 2008–2009. The proposed staffing table provides for the establishment of 25 new posts, the upward reclassification of 2 posts and the conversion of 3 temporary posts to established posts. Table 1 summarizes the proposed staffing changes for the biennium 2008–2009:

Table 1

Proposed staffing changes for the biennium 2008–2009

Section	*Action*	*Posts*	*Number of posts*	*Category*
Administration				
Executive direction and management				
Office of the Chief Executive Officer				
Legal Office	New post	Chief, Legal Office	1	P-5
Policy and analysis	New post	Policy and Analysis Officer	1	P-4
Programme of work				
Operations				
Pension Entitlements and Client Services Section	New post	Benefits Officer	1	P-3
	New post	Client Services Officer	1	P-3
	New post	Client Services Assistant	2	General Service (Other level)
	New post	Records Assistant	1	General Service (Other level)
	Conversion from temporary to established posts	Benefits Assistant	3	General Service (Other level)
Financial Services Section	New post	Business Analyst	1	P-4
Geneva Office	New post	Chief, Client Servicing and Records Management Unit	1	P-4
	New post	Senior Benefits Assistant	1	General Service (Principal level)
	New post	Records Maintenance Unit Administrative Clerk	1	General Service (Other level)
	New post	Finance Assistant	1	General Service (Other level)
	New post	Benefits Assistant	2	General Service (Other level)
Programme support				
Executive Office	Reclassification	Administrative Officer	1	P-3 to P-4
	New post	Facilities Management Assistant	1	General Service (Other level)
Investment				
Executive direction and management				
Office of the Director	New post	Senior Programme Officer	1	P-5
	Reclassification	Senior Administrative Assistant	1	General Service (Other level) to General Service (Principal level)
Programme of work				
Investments Section	New post	Chief Investments Officer	1	D-1
	New post	Investment Officer – Asian Equities	1	P-3
	New post	Investment Officer – European Equities	1	P-3
	New post	Investment Officer – Fixed Income	1	P-3
	New post	Investment Assistant – Chief Investment Officer	1	General Service (Other level)
Risk and Compliance Section	New post	Legal Officer	1	P-4
	New post	Senior Risk Assistant	1	General Service (Principal level)
	New post	Senior Compliance Assistant	1	General Service (Principal level)
Operations Section	New post	Senior Operations Assistant	1	General Service (Principal level)

17. The Advisory Committee notes that an ad hoc working group was established by the Pension Board to review the revised budget estimates for the biennium 2006–2007 and the proposed budget estimates for the biennium 2008–2009 and to make recommendations to the Board. The working group did not support a number of staffing proposals submitted by the Fund's Administration (ibid., annex V, paras. 22 and 31). The Advisory Committee notes the observation of the working group that there has been a tendency in successive years to request post changes both within and outside the budget cycle and that these requests are accompanied by minimal justification in terms of workload, functional need and organizational structure. The working group considered that this did not reflect adequate budget discipline by the Fund and that it was an opportune moment for it to consider a more strategic approach to its human resource requirements. Accordingly, the working group proposed that the Chief Executive Officer of the Fund and the Representative of the Secretary-General for the Investments of the United Nations Joint Staff Pension Fund undertake an overall review of the staffing and organizational structure in their respective areas of competence, inter alia, by drawing on relevant industry benchmarks and best practice, and report on the results of the review to the Board at its fifty-fifth session (ibid., para. 19).

18. Upon request, the Advisory Committee was provided with information on the evolution of the Fund's staffing, by programme (see table 2 below).

Table 2

United Nations Joint Staff Pension Fund: approved posts for the bienniums 2002–2003, 2004–2005 and 2006–2007, and requested posts for the biennium 2008–2009, by programme

	Number of posts											
	2002–2003			*2004–2005*			*2006–2007*			*2008–2009*		
Programme	*Prof.*	*GS*	**Total**	*Prof.*	*GS*	**Total**	*Prof.*	*GS*	**Total**	*Prof.*	*GS*	**Total**
Secretariat												
Executive direction and management	4	3	**7**	4	3	**7**	5	3	**8**	7	3	**10**
Programme of work												
Office of the Chief of Operations	2	—	**2**	2	1	**3**	2	1	**3**	2	1	**3**
Pension Entitlements and Client Services Section	5	39	**44**	5	40	**45**	5	40	**45**	7	43	**50**
Financial Services Section	8	21	**29**	8	23	**31**	10	27	**37**	11	27	**38**
Geneva Office	5	16	**21**	6	16	**22**	7	18	**25**	8	23	**31**
Subtotal	**20**	**76**	**96**	**21**	**80**	**101**	**24**	**86**	**110**	**28**	**94**	**122**
Programme support												
Information Management Systems Service	17	6	**23**	17	6	**23**	18	6	**24**	19	7	**26**
Executive Office	2	3	**5**	2	3	**5**	3	3	**6**	3	4	**7**
Subtotal	**19**	**9**	**28**	**19**	**9**	**28**	**21**	**9**	**30**	**22**	**11**	**33**
Secretariat total	**43**	**88**	**131**	**44**	**92**	**136**	**50**	**98**	**148**	**57**	**108**	**165**
Investments												
Executive direction and management	2	3	**5**	2	3	**5**	2	4	**6**	3	4	**7**
Programme of work												
Investment Section	6	8	**14**	6	8	**14**	11	7	**18**	15	8	**23**
Operations Section	2	8	**10**	2	8	**10**	2	8	**10**	2	9	**11**
Risk and Compliance Section	—	—	—	—	—	—	3	—	**3**	4	2	**6**
Subtotal	**8**	**16**	**24**	**8**	**16**	**24**	**16**	**15**	**31**	**21**	**19**	**40**
Programme support												
Information Systems Section	2	1	**3**	2	1	**3**	3	1	**4**	2	—	**2**
Investments total	**12**	**20**	**32**	**12**	**20**	**32**	**21**	**20**	**41**	**26**	**23**	**49**
Total	**55**	**108**	**163**	**56**	**112**	**168**	**71**	**118**	**189**	**83**	**131**	**214**

19. The Advisory Committee was informed that the Fund had 14 vacant posts as at 15 October 2007 (see annex II to the present document). The Advisory Committee was also informed that all of these vacancies would be filled by the end of 2007. **Recognizing the importance of ensuring that the management of the Fund's present $41.2 billion portfolio is entrusted to an experienced portfolio manager, the Advisory Committee considers that the person chosen for the currently vacant post of the Director of the Investment Management Service should: (*a*) possess a strong and relevant academic background; (*b*) have an established record of managing long-term pension investments; and (*c*) have extensive experience and the**

required competency to conduct the challenging initiatives undertaken by the Investment Management Service.

20. **The Advisory Committee supports the recommendations of the Pension Board in respect of the proposed staffing of the Fund for the biennium 2008–2009.**

21. The Advisory Committee notes that a provision of $8,497,200 is made for the rental of premises for the Fund in New York and in Geneva. The Advisory Committee recalls that, in April 2005, the Fund relocated from the United Nations Secretariat building to its new premises at 1 Dag Hammarskjöld Plaza. Since then, the increased staffing of the secretariat of the Fund had led to additional requirements for office space. The Advisory Committee was informed that the estimated requirements for rental and renovation of premises reflect the proposed additional staffing requirements (see also para. 17 above). In addition, the creation of a new Client Servicing Unit in the Fund's Geneva Office and growing concern regarding accessibility to the Palais des Nations by the Fund's growing clientele in Geneva have resulted in a need to upgrade and relocate the Geneva Office. The required office space was located in the Du Pont Building, which is situated near the Palais des Nations, and the relocation was successfully completed in September 2007 within the current appropriation.

22. The estimated cost of audit (both internal and external) of the administrative and investment operations of the Fund amounts to $2,388,600 (before recosting) for the biennium 2008–2009, reflecting a resource growth of $449,700, or 23.2 per cent, over the appropriation of $1,938,900 for the biennium 2006–2007. The total estimated audit cost of $2,388,600 comprises the cost of external audit ($640,500) and internal audit ($1,748,100). As indicated in the budget document (ibid., annex IV, para. 1), about one half of the external audit costs relate to administrative operations and one half to investment activities; furthermore, one third of the audit costs of the Fund's administrative operations is borne by the United Nations under the cost-sharing arrangements.

23. As regards internal audit costs, the Advisory Committee notes from paragraph 126 of the budget document that a provision for posts is made under general temporary assistance to cover the cost of 1 P-5, 2 P-4, 1 P-3 and 1 General Service (Other level). The Advisory Committee also notes that a provision of $250,000 is requested under contractual services in connection with (*a*) internal audit functions related to a comprehensive risk assessment of the operations of the Fund in 2008 ($175,500) and (*b*) information technology audit functions ($75,000).

IV. Ad hoc measure to address the adverse consequences of dollarization in Ecuador

24. The Advisory Committee notes from the budget document (ibid., summary) that the report submitted by the Pension Board responds to General Assembly resolution 61/240, in which the Assembly invited the Board to present in 2007 a viable ad hoc measure to adequately attenuate the adverse consequences arising from dollarization in Ecuador after consulting with the Committee of Actuaries.

25. The Advisory Committee notes from the budget document (ibid., sect. V) that the Pension Board agreed to seek authorization from the General Assembly for payment of an ad hoc, one-time, ex gratia payment to the retirees and other beneficiaries of the Fund who have been adversely affected by the dollarization policy adopted in Ecuador. The Advisory Committee was informed that eligibility for receipt of this payment would be considered on a case-by-case basis. The Advisory Committee further notes that the Board decided that the proposed payment should not serve as a precedent for any future action by the Board of the United Nations Joint Staff Pension Fund (ibid., para. 147). **The Advisory Committee is of the opinion that this would create a precedent and the Fund could be vulnerable to similar requests. This proposed one-time payment would not be in conformity with the regulations of the United Nations Joint Staff Pension Fund, particularly as regards the income replacement principle that is embodied in the Fund's regulations and which has been consistently upheld by the**

International Civil Service Commission in its decisions and by the General Assembly in its resolutions.

26. As indicated in the budget document, the above-mentioned ad hoc measure recommended by the Board would require a total one-time payment of about $500,000 from the assets of the Fund. For the implementation of the Board's recommendation, an amount of $46,900 was included in the proposed resource requirements for the United Nations Joint Staff Pension Fund for the biennium 2008–2009.

27. **The Advisory Committee is of the opinion that this is a policy decision to be taken by the General Assembly.**

V. Conclusion

28. **The Advisory Committee recommends that revised estimates for the biennium 2006–2007 be approved in the amount of $104,461,100 (see para. 10 above) and that the proposed budget for the biennium 2008–2009 for the administrative expenses of the Fund be approved in the amount of $142,271,300, subject to a decision of the General Assembly referred to in paragraph 27 above. The Advisory Committee has no objection to the recommendation of the Pension Board to supplement the voluntary contributions to the Emergency Fund by an amount not exceeding $200,000 for the biennium 2008–2009.**

Annex I

Performance report, 2006–2007

Revised estimates for the biennium 2006–2007, by object of expenditure

(Thousands of United States dollars)

	Approved appropriations			*Expenditures for the 21-month period 1 January 2006–30 September 2007*			*Estimated expenditures for the 3-month period 1 October–31 December 2007*			*Increase or (decrease) for the biennium 2006–2007*			*Proposed final 2006–2007 appropriations*		
	Pension Fund	*United Nations*	**Total**	*Pension Fund*	*United Nations*	**Total**	*Pension Fund*	*United Nations*	**Total**	*Pension Fund*	*United Nations*	**Total**	*Pension Fund*	*United Nations*	**Total**
Category		*a*			*b*			*c*			*d=(a-(b+c))*			*e=(a+d)*	
Administrative costs															
Posts	19 610.2	9 805.0	**29 415.2**	16 824.5	8 412.3	**25 236.8**	2 412.5	1 206.3	**3 618.8**	(373.2)	(186.4)	**(559.6)**	19 237.0	9 618.6	**28 855.6**
Other staff costs	1 024.6	405.9	**1 430.5**	629.6	261.0	**890.6**	332.5	136.3	**468.8**	(62.5)	(8.6)	**(71.1)**	962.1	397.3	**1 359.4**
Consultants	—	—	**—**	—	—	**—**	—	—	**—**	—	—	**—**	—	—	**—**
Travel	429.4	—	**429.4**	467.4	—	**467.4**	96.0	—	**96.0**	134.0	—	**134.0**	563.4	—	**563.4**
Contractual services	10 095.3	2 708.9	**12 804.2**	7 094.9	2 223.7	**9 318.6**	2 053.7	486.8	**2 540.5**	(946.7)	1.6	**(945.1)**	9 148.6	2 710.5	**11 859.1**
Hospitality	5.2	—	**5.2**	0.7	—	**0.7**	0.4	—	**0.4**	(4.1)	—	**(4.1)**	1.1	—	**1.1**
General operating expenses	6 447.1	2 462.2	**8 909.3**	5 687.9	2 108.8	**7 796.7**	1 567.3	400.2	**1 967.5**	808.1	46.8	**854.9**	7 255.2	2 509.0	**9 764.2**
Supplies and materials	268.6	129.0	**397.6**	71.6	24.6	**96.2**	48.9	10.8	**59.7**	(148.1)	(93.6)	**(241.7)**	120.5	35.4	**155.9**
Furniture and equipment	3 372.6	817.2	**4 189.8**	1 358.5	370.2	**1 728.7**	1 584.2	421.7	**2 005.9**	(429.9)	(25.3)	**(455.2)**	2 942.7	791.9	**3 734.6**
Total, administrative costs	**41 253.0**	**16 328.2**	**57 581.2**	**32 135.1**	**13 400.6**	**45 535.7**	**8 095.5**	**2 662.1**	**10 757.6**	**(1 022.4)**	**(265.5)**	**(1 287.9)**	**40 230.6**	**16 062.7**	**56 293.3**
Investment costs															
Posts	8 390.0	—	**8 390.0**	6 169.2	—	**6 169.2**	1 241.1	—	**1 241.1**	(979.7)	—	**(979.7)**	7 410.3	—	**7 410.3**
Other staff costs	365.8	—	**365.8**	72.3	—	**72.3**	70.0	—	**70.0**	(223.5)	—	**(223.5)**	142.3	—	**142.3**
Consultants	1 434.0	—	**1 434.0**	790.6	—	**790.6**	430.8	—	**430.8**	(212.6)	—	**(212.6)**	1 221.4	—	**1 221.4**
Travel	1 170.1	—	**1 170.1**	542.4	—	**542.4**	188.3	—	**188.3**	(439.4)	—	**(439.4)**	730.7	—	**730.7**
Contractual services	34 859.4	—	**34 859.4**	26 862.1	—	**26 862.1**	7 503.0	—	**7 503.0**	(494.3)	—	**(494.3)**	34 365.1	—	**34 365.1**
Hospitality	17.4	—	**17.4**	8.2	—	**8.2**	4.1	—	**4.1**	(5.1)	—	**(5.1)**	12.3	—	**12.3**
General operating expenses	1 731.0	—	**1 731.0**	1 546.7	—	**1 546.7**	313.7	—	**313.7**	129.4	—	**129.4**	1 860.4	—	**1 860.4**
Supplies and materials	64.3	—	**64.3**	74.5	—	**74.5**	10.0	—	**10.0**	20.2	—	**20.2**	84.5	—	**84.5**
Furniture and equipment	3 113.4	—	**3 113.4**	288.3	—	**288.3**	197.2	—	**197.2**	(2 627.9)	—	**(2 627.9)**	485.5	—	**485.5**
Total, investment costs	**51 145.4**	—	**51 145.4**	**36 354.3**	—	**36 354.3**	**9 958.2**	—	**9 958.2**	**(4 832.9)**	—	**(4 832.9)**	**46 312.5**	—	**46 312.5**
Audit costs															
External audit	471.5	94.3	**565.8**	424.6	84.9	**509.5**	60.7	12.1	**72.8**	13.8	2.7	16.5	485.3	97.0	**582.3**
Internal audit	1 144.3	228.8	**1 373.1**	727.7	145.5	**873.2**	333.2	66.6	**399.8**	(83.4)	(16.7)	(100.1)	1 060.9	212.1	**1 273.0**
Total, audit costs	**1 615.8**	**323.1**	**1 938.9**	**1 152.3**	**230.4**	**1 382.7**	**393.9**	**78.7**	**472.6**	**(69.6)**	**(14.0)**	**(83.6)**	**1 546.2**	**309.1**	**1 855.3**
Total, resources	**94 014.2**	**16 651.3**	**110 665.5**	**69 641.7**	**13 631.0**	**83 272.7**	**18 447.6**	**2 740.8**	**21 188.4**	**(5 924.9)**	**(279.5)**	**(6 204.4)**	**88 089.3**	**16 371.8**	**104 461.1**
Extrabudgetary costs (after-service health insurance system)															
Operational activities	**131.0**	—	**131.0**	**115.2**	—	**115.2**	**28.9**	—	**28.9**	**13.1**	—	**13.1**	**144.1**	—	**144.1**

Annex II

United Nations Joint Staff Pension Fund: vacant posts as at 15 October 2007

Section	*Post*	*Grade*	*Number of posts*
	Posts approved by the General Assembly in resolution 60/248		
Investment			
Investment Section	Investment Officer	P-5	1
Information Systems Section	Infrastructure Manager[a]	P-4	1
			2
	Posts approved by the General Assembly in resolution 61/240 (revised budget)		
Investment			
Risk and Compliance Section	Chief, Risk and Compliance Section	D-1	1
Investments Section	Investment Officer	P-4	1
	Investment Officer	P-3	1
			3
		Total, investment	**5**
	Other posts currently vacant owing to normal turnover (separations/ resignations /transfers/promotions)		
Secretariat			
Pension Entitlements and Client Services Section	Benefits Assistant	GS (OL)	2
Financial Services Section	Accounting Assistant	GS (OL)	2
Information Management Systems Service	Information Systems Officer	P-3	1
		Total, secretariat	**5**
Investment			
Office of the Director	Director	D-2	1
Information Systems Section	Senior Systems Analyst	P-5	1
Investment Section	Investment Officer	P-4	2
		Total, investment	**4**
		Total, Fund	**14**

Abbreviations: GS (OL), General Service (Other level).

[a] Post to be redeployed as part of the consolidation of information technology services effective 1 January 2008.

Document A/62/7/Add.4

Fifth report

Capital master plan

[Original: English]
[18 October 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the fifth annual progress report of the Secretary-General on the implementation of the capital master plan (A/62/364 and Corr.1). It has also considered the report of the Board of Auditors on the capital master plan for the year ended 31 December 2006 (A/62/5 (Vol. V)). During its consideration of the reports, the Advisory Committee met with the Executive Director of the capital master plan project and other representatives of the Secretary-General, as well as with the representatives of the Audit Operations Committee of the Board of Auditors.

2. In its resolution 61/251 of 22 December 2006, the General Assembly approved the financing of the capital master plan. A new Executive Director was appointed on 2 July 2007, following the departure from the Organization of the former Executive Director in June 2006, and on 27 July 2007, the Organization awarded the contract for construction management services to Skanska USA Building (hereinafter referred to as Skanska).

3. The Advisory Committee notes that the Board of Auditors, in its aforementioned report on the capital master plan for the year ended 31 December 2006, concluded that the implementation of the plan was at that time about one year behind schedule and would be at least $US 148 million over the approved budget of $1,876.7 million (ibid., para. 49). In its report, the Board of Auditors outlines factors that contributed to the delay and cost escalation and makes a number of important recommendations on the project, including the following main recommendations, according to which the management ought to:

(*a*) Consider bringing preparatory work forward to make up for delays, initiate deferred technical studies and establish the security rules that will apply to the project and the worksite;

(*b*) Adopt a procedure for deciding on staff movements;

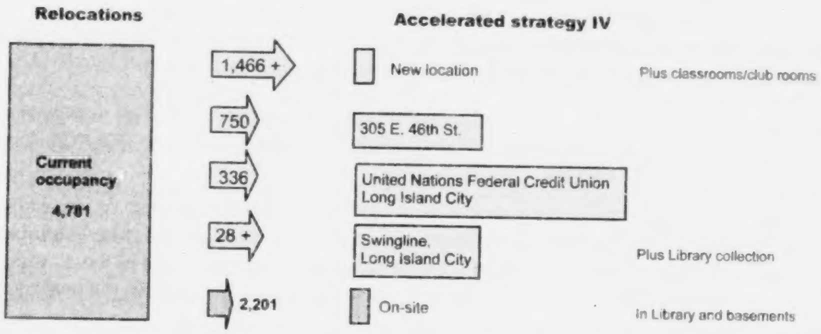
(*c*) Expedite the recruitment of an Executive Director and give high priority to filling the vacancies still remaining in the Office of the Capital Master Plan.

4. Among important findings of the Board of Auditors were those related to anticipation and management of risks (ibid., paras. 51–62). It observed that a draft risk-assessment study prepared by the programme management firm had underscored the fact that a number of technical surveys and studies were lacking, including surveys of the soil under the building and studies on the impact of blast-resistance provisions on the facade design. The Board pointed out that without analysis of test results of geotechnical surveys and studies on blast effects, there was a risk that the buildings' foundations and structures might need strengthening or inspecting, which might incur additional costs and delays. Upon enquiry, the Advisory Committee was informed that the studies for blast resistance were well under way and that work had begun for geotechnical and exploratory surveys relating specifically to design of the temporary Conference Building.

5. The Advisory Committee notes that one of the risks identified by the programme management firm was the lack of commitment to the project on the part of all United Nations departments concerned and, in consequence, their insufficient responsiveness. **References in paragraph 63 of the report of the Board of Auditors to procedural difficulties in United Nations departments, delays in decision-making and insufficient responsiveness to the needs of the project indicate that the capital master plan would have benefited from stronger senior leadership, especially during the absence of an Executive Director. The Advisory Committee underscores the need for strong commitment to the project from all departments under the leadership of the Secretary-General.**

6. With regard to the recommendation of the Board of Auditors on relocation of staff, the Advisory Committee notes from the report that, although efforts have been made to lease additional swing space to accommodate staff that need to be relocated, the search for additional swing space was ongoing. As indicated in the report, the Organization entered into a lease in July 2007 for office space located at 305 East 46th Street to accommodate about 750 staff members. In November 2007, the Organization plans to enter into a lease for 42,000 rentable square feet of office space in a newly constructed office building located in Long Island City. An additional location in Long Island City has been identified and lease negotiations are in the process. Upon enquiry, the Advisory Committee was informed that hazardous materials had been found in one of the swing space buildings and that, in accordance with local laws, the landlord would remove them at his own expense.

7. Upon request, the Advisory Committee was provided with the following information on the number of people who, under accelerated strategy IV, would be relocated to swing space outside the campus and on the number of people who would be relocated to areas on-site, including swing space in the third basement, as well as the Dag Hammarskjöld Library Building:



8. The Board of Auditors had made critical comments on the slow pace of filling vacancies, the delay in the appointment of an Executive Director and the failure of the Department of Management to adapt its resources to the needs of the project. As indicated above, the new Executive Director of the project was appointed in July 2007. The Advisory Committee was informed that all vacancies in the Office of the Capital Master Plan would be filled during the month of October 2007.

9. With regard to the recommendation of the Board of Auditors on the establishment of the long-awaited advisory board on the capital master plan, the Advisory Committee notes the intention of the Administration to do so, on a broad geographical basis (A/62/5 (Vol. V), paras. 33 and 34). The Advisory Committee recalls that the General Assembly highlighted the importance of this issue (see resolution 61/251, para. 40). The Advisory Committee reiterates its previous recommendations in this respect (see A/59/556, para. 12, A/60/7/Add.1–42, document A/60/7/Add.12, para. 25, and A/61/595, para. 18). **Therefore, the Advisory Committee expects that the advisory board will be established without further delay.**

10. **The recommendations of the Board of Auditors are pertinent and focused and the Advisory Committee welcomes the fact that the Administration has accepted all the recommendations of the Board. These recommendations should be implemented expeditiously. The Advisory Committee requests the Board to validate the implementation of the recommendations in its forthcoming report on the capital master plan.**

11. In his report, the Secretary-General indicates that, as at September 2007, the cost of the project was estimated at $2,096.3 million, or $219.6 million over the approved budget of

$1,876.7 million (A/62/364 and Corr.1, para. 23, and table 1). The Advisory Committee recalls that, in paragraphs. 11 and 12 of its resolution 61/251, the General Assembly requested the Secretary-General to make every effort to avoid budget increases and to submit to the Assembly for its consideration possible options on how to remain within the approved budget in the unlikely event that it becomes evident that the costs will exceed the approved budget.

12. According to the Secretary-General, Skanska conducted an evaluation to avoid budget increases and it has been determined that significant benefits would accrue from expediting the phasing of the renovation of the Secretariat and the Conference Buildings. According to the Secretary-General, the most appropriate way to execute the project would be to decrease the time by reducing the number of phases for the renovation of the Secretariat, the Conference Building and the General Assembly Building, and to accelerate the construction of the temporary Conference Building. As indicated in paragraph 26 of the Secretary-General's report, expediting the project involves a calculation of the balance among available real estate opportunities, construction cost and projected escalation, at a particular time.

13. The Secretary-General indicates that the current proposal is consistent with approved strategy IV in that it allows for the General Assembly and conferencing functions to remain in the United Nations compound, in temporary facilities. The Library would be moved out, as planned, and the Library Building would be used as additional swing space. Under accelerated strategy IV, staff would be moved out of the Secretariat Building in one phase instead of four. The Advisory Committee was informed that accelerated strategy IV would lower the risks of:

- The construction impacts on United Nations activities and staff functions. The possibility of a construction-related incident or accident, in close proximity to staff, would be diminished
- The possibility for the United Nations staff and delegations to have an impact on the cost of construction, for example, the possibility of noise and other disturbances requiring United Nations staff and delegations to ask for pauses in the construction schedule, thereby causing significant cost increases, would be greatly diminished
- Unanticipated escalation of the cost of construction: the longer the schedule, the higher the risk that inflation could unexpectedly exceed projections. Under accelerated strategy IV, the bulk of the construction contracts would be negotiated and settled within 2008 and 2009, rather than stretching out to 2012. Skanska could then buy all the materials for future delivery, thus locking in 2008 prices.

14. Upon enquiry, the Advisory Committee was informed that the major advantage of accelerated strategy IV was that the entire project would be completed in five years, rather than seven (in 2013, rather than in 2015), thus reducing the disruption to the operations of the Organization by two years. Furthermore, the Office of the Secretary-General would remain on-site. The Advisory Committee was informed that Skanska's initial review had indicated the possibility of renovating an empty Secretariat Building in three years, rather than six and a half years, at significant savings to the United Nations.

15. The Advisory Committee was informed that the design teams had been instructed to follow local codes and requirements in all of the design work. In addition to the expertise in each of the design teams, the Office of the Capital Master Plan has a direct contract with an independent code expert, who reviews each code analysis submitted by the design teams for compliance with relevant codes and standards. The intention is to have a code-compliant facility at the completion of the capital master plan. The Advisory Committee notes the Secretary-General's statement on the occasion of World Environment Day, on 5 June 2007, in which he expresses the hope of seeing the renovated Headquarters complex eventually become "a globally acclaimed model of efficient use of energy and resources".

16. The Secretary-General states his intent to keep the project within the approved budget of $1.876 billion. In his opinion, the added cost of leasing additional swing space and constructing a

bigger temporary Conference Building would be more than offset by the cost savings expected from the implementation of accelerated strategy IV and the associated value engineering exercise.

17. Table 1 of the Secretary-General's report provides a comparison of the phased and accelerated approaches. As shown therein, the estimated cost of renovation works, currently projected at $1,863.3 million, would be reduced to $1,677 million under accelerated strategy IV. The estimates for swing space reflect an increase from $214.5 million under approved strategy IV to $389.8 million under accelerated strategy IV. The Advisory Committee was informed that the net increase of $175.3 million for swing space reflects the following:

(*a*) An increase in swing space from 220,000 rentable square feet to 642,000 rentable square feet (an additional $125.5 million);

(*b*) A reduction of $2.7 million in estimates for Library swing space, largely owing to a decrease in rentable square feet from 80,000 to 55,000 and to a shorter rental period;

(*c*) An additional $52.5 million on account of an increase in the space in the temporary Conference Building from 101,000 square feet to 176,000 square feet.

18. The Advisory Committee notes from table 1 that a projected amount of $190.1 million is shown as savings that need to be identified through the value engineering exercise in order to bring the capital master plan project back to within the budget parameters set out in resolution 61/251. The Advisory Committee was informed that the value engineering exercise was the process of reviewing the objectives of the project and the actual design work and finding ways of achieving the same objectives at a lower cost. As a key element of its pre-construction responsibilities, the construction manager will make value engineering recommendations.

19. Upon enquiry, the Advisory Committee was informed of the following. Currently, Skanska was not yet required nor was it able to provide firm pricing in writing. As Skanska managers acquainted themselves in more and more detail with the design documents, their total project estimate would be more fine-tuned and adjusted, as necessary. According to the contract, Skanska would be required to provide a series of guaranteed maximum price proposals to the United Nations, which would then be reviewed for competitiveness and could be accepted or rejected by the Organization. The guaranteed maximum price proposals should be submitted by Skanska no later than eight weeks after receiving from the United Nations construction document drawings that were 100 per cent complete for each sub-project. Information on the status of the design drawings per contract is contained in paragraph 7 of the Secretary-General's report.

20. Upon request, the Advisory Committee was provided with cost estimates reflecting the potential impact of the value engineering exercise (see annex I to the present document). The Advisory Committee observes that, compared to the currently estimated cost of approved strategy IV as at August 2007, these estimates reflect a reduction of $195.4 million under construction costs, a reduction of $11.7 million under contingencies, a reduction of $27 million under professional fees and management costs and a reduction of $142.6 million under forward pricing of cost escalation. **The Advisory Committee is of the view that the planned value engineering exercise is worth pursuing, while recognizing that the full extent of benefits and savings to be realized remains to be seen.**

21. As indicated in the report, the replacement of furniture and equipment will remain necessary; the costs thereof are not included in the capital master plan budget but will be presented to the General Assembly for its consideration, once fully identified (see A/62/364 and Corr.1, paras. 34 and 35). Upon enquiry, the Advisory Committee was informed that those costs covered a wide range of requirements, such as broadcast equipment, new furniture, moving and storing of gifts, storage space for gifts, moving supplies and services, archive space and storage facilities, and additional staffing requirements to manage information and communications technology needs and facilities management and security. The Advisory Committee was also informed that those requirements would be presented to the Assembly at its resumed sixty-second session. **The Advisory Committee is of the view that the associated costs should be considered in the context of discussions on the capital master plan.**

22. Paragraph 40 of the Secretary-General's report deals with the issue of the internationally syndicated letter of credit. According to the Secretary-General, the Office of the Capital Master Plan has been able to give sufficient assurance to the construction manager that funding for the plan is adequate to cover the cost of construction and it has not so far been necessary to establish a letter of credit. However, the Secretary-General requests that the approval to establish a letter of credit provided for in resolution 61/251 be maintained. **In this connection, the Advisory Committee recalls that the General Assembly, in paragraph 31 of its resolution 61/251, decided that, notwithstanding financial regulation 3.1, any charges arising from a drawdown on the letter of credit would not be a charge on Member States that have paid in full their capital master plan assessments for the applicable period within the 120 days of the issuance of the letters of assessment.**

23. As indicated in paragraph 41 of the Secretary-General's report, as at 21 September 2007, an amount of $11.6 million remained due and payable to the Working Capital Reserve Fund for the capital master plan. The Fund, amounting to $45 million, was established pursuant to resolution 61/251.

24. Information on the status of appropriations and expenditures related to the capital master plan is contained in paragraphs 42 to 45 of the Secretary-General's report (see also A/62/5 (Vol. V), para. 30). The Advisory Committee notes that the appropriation and expenditure figures shown in table 3 of the report do not include the $8 million appropriated by the General Assembly in section IV of its resolution 55/238 of 23 December 2000; however, the expenditure of $8 million is included in the total revised project budget of $1,876.7 million for the capital master plan. Upon request, the Advisory Committee was provided with an updated table 3 which shows that expenditures for the period 2003–2007 for the design development and construction documents phases and pre-construction services are currently estimated at $93.9 million (see annex II to the present document).

25. According to the Secretary-General, unlike original strategy IV, the adoption of accelerated strategy IV would not lead to a change in the total approved budget of the project ($1,876.7 million), or the distribution over time of the assessments required to finance the capital master plan (see A/62/364 and Corr.1, para. 43).

26. **Although there are uncertainties and risks in the process of implementation, the Advisory Committee sees merit in accelerated strategy IV of the capital master plan, after taking into account the information and assurances provided in the Secretary-General's report in relation to the reduction of the time frame for completion of the project and to the maintaining of its cost within the budget approved by the General Assembly in its resolution 61/251. On this basis, the Advisory Committee recommends that the Assembly approve accelerated strategy IV and authorize the appropriation of $992.8 million, which would comprise $651.8 million in 2008 (including $310.8 million carried over from 2007) and $341 million in 2009. The Advisory Committee also recommends that the next progress report on the status of the capital master plan project include detailed information on all aspects of the project, including its schedule, actual and projected costs, associated costs, the status of contributions, the working capital reserve, the status of the Advisory Board and the letter of credit.**

Annex I

Comparison of phased and accelerated approaches[a]

(Millions of United States dollars)

	Approved strategy IV[b]	*Approved strategy IV*[c]	*Approved strategy IV as at August 2007*[c,d]	*Proposed accelerated strategy IV*[c,d] *(single phase)*	*Proposed accelerated strategy IV (single phase) after incorporating value engineering*[c,d]
Construction	739.1	935.3	1 022.4	964.6	827.0
Contingencies	167.9	199.9	199.9	199.9	188.2
Professional fees, management costs	206.9	231.0	261.5	234.5	234.5
Forward pricing escalation	317.9	296.0	379.6	278.0	237.0
Subtotal, renovation	**1 431.8**	**1 662.2**	**1 863.3**	**1 677.0**	**1 486.7**
Office swing space	129.1	129.1	144.3	254.5	254.5
Library swing space	19.3	19.3	14.1	16.6	16.6
Conference swing space	66.1	66.1	74.6	118.7	118.7
Subtotal, swing space estimate	**214.5**	**214.5**	**233.0**	**389.8**	**389.8**
Subtotal, scope options	**230.4**	**Included above**	**Included above**	**Included above**	**Included above**
Total project	**1 876.7**	**1 876.7**	**2 096.3**	**2 066.8**	**1 876.7**
Variance against approved budget			219.6	190.1	0.0
Amount to be identified for savings through value engineering			219.6	190.1	0.0

[a] All pricing is as at 1 January 2006 and the current year.

[b] 2006 pricing.

[c] Scope option cost layered into renovation costs.

[d] Currently projected pricing.

Annex II

Expenditures for the period 2003–2007 for the design development and construction documents phases and pre-construction services

(Thousands of United States dollars)

	2003[a]	*2004*[a]	*2005*[a]	*2006*[a]	*January–September 2007*[b]	**Total**
Design contractual services	612.1	9 573.9	2 724.1	22 426.9	9 969.7	**45 306.7**
Direct staff costs	1 611.1	1 720.9	1 458.3	1 569.4	1 647.5	**8 007.2**
Support costs	180.6	574.2	593.4	587.1	590.4	**2 525.7**
Operating and other costs	556.0	589.3	478.1	570.0	577.5	**2 770.9**
Programme management and consultants	245.7	2 378.5	752.9	4 524.8	2 567.6	**10 469.5**
Construction manager	—	—	—	—	7 022.0	**7 022.0**
Swing space cost	—	—	506.3	6 848.0	12 006.3	**19 360.6**
Subtotal	**3 205.5**	**14 836.8**	**6 513.1**	**36 526.2**	**34 381.0**	**95 462.6**
Savings on prior period obligations	—	(2.7)	(10.0)	(1 512.4)	—	**(1 525.1)**
Total	**3 205.5**	**14 834.1**	**6 503.1**	**35 013.8**	**34 381.0**	**93 937.5**

[a] Actual recorded expenditures.

[b] Preliminary expenditures.

Document A/62/7/Add.5

Sixth report

Request for a subvention to the United Nations Institute for Disarmament Research resulting from the recommendations of the Board of Trustees of the Institute on the work programme of the Institute for 2008–2009

[Original: English]
[24 October 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the note by the Secretary-General (A/C.5/62/3) on the request for a subvention of $US 485,500 (before recosting) to the United Nations Institute for Disarmament Research (UNIDIR) resulting from the recommendations of the Board of Trustees of the Institute on the work programme of the Institute for the biennium 2008–2009. During its consideration of the request, the Advisory Committee met with the Director and other representatives of the Institute, who provided additional information and clarifications.

2. The General Assembly, in section IV, paragraph 2, of its resolution 60/248 of 23 December 2005, endorsed the proposal that the request for a subvention to UNIDIR be submitted for review and approval by the Assembly on a biennial basis in the context of its consideration of the proposed programme budget for the related biennium. The note by the Secretary-General presents requests for the full biennium 2008–2009 in accordance with resolution 60/248 and is consistent with what is contained in the proposed programme budget for the biennium 2008–2009, which includes, under section 4 (Disarmament) a provision for $485,500 representing the United Nations subvention to UNIDIR for the biennium 2008–2009 (see A/62/6 (Sect. 4) and Corr.1, para. 4.27). The Advisory Committee notes that in the proposed programme budget, extrabudgetary resources for the Trust Fund for UNIDIR for the biennium 2008–2009 are estimated at $4,388,900 (ibid., para. 4.11).

3. Upon request, the Advisory Committee was provided with the following summary table of the Institute's estimated income from voluntary sources and from the subvention from the United Nations regular budget between 2002 and 2008:

Income from voluntary sources and subvention from the United Nations regular budget

(Thousands of United States dollars)

	2002	*2003*	*2004*	*2005*	*2006*	*2007*[a]	*2008*[a]
Voluntary contributions	1 426.6	751.6	2 063.4	3 327.4	2 558.7	2 013.8	1 135.4
Subvention from United Nations regular budget	229.5	219.2	228.5	247.1	223.5	262.0	231.5
Total	**1 656.1**	**970.8**	**2 291.9**	**3 574.5**	**2 782.2**	**2 275.8**	**1 366.9**

[a] Estimate as at 19 October 2007.

4. The subvention is used to cover the costs of the Director, the Deputy Director and two General Service staff. During its consideration of the request, the Advisory Committee held an exchange of views with the representatives of the Institute concerning the continuing need for a subvention from the regular budget, given the fairly positive financial position of the Institute as regards voluntary contributions. The Advisory Committee was informed that the subvention was requested in order to ensure the independence of the Director of the Institute, and that this was vital given the highly political nature of disarmament and international security issues. Furthermore, it was asserted that the visible independence of the Director was important in raising

voluntary funds. Moreover, the granting of a subvention encouraged donors to consider funding UNIDIR research projects, as it was seen as a commitment to the long-term survival of the Institute and its independent character.

5. **The Advisory Committee recommends that the General Assembly approve the request of $485,500 (before recosting) for UNIDIR for the biennium 2008–2009; no additional provision would be required under section 4 (Disarmament) of the proposed programme budget for the biennium.**

Document A/62/7/Add.6

Seventh report

Development Account

[Original: English]
[24 October 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the fifth progress report of the Secretary-General on the implementation of projects financed from the Development Account (A/62/123) and his report on the Development Account (A/62/466). During its consideration of the reports, the Advisory Committee met with representatives of the Secretary-General, who provided additional information.

Implementation of projects: fifth progress report

2. The fifth progress report of the Secretary-General was submitted pursuant to General Assembly resolution 56/237 of 24 December 2001, in which the Assembly reiterated its decision to keep the implementation of the Development Account under review.

3. Since its inception in 1997, 90 projects in five tranches in all regions, with a total budget of $US 65 million, have been approved under the Development Account, each tranche with a different theme. Projects approved for the first three tranches, from 1998 to 2003, have been completed and closed. As at 30 April 2007, the implementation rate was 64.3 per cent for the fourth tranche (2004–2005). For the fifth tranche (2006–2007), the implementation rate was 15.3 per cent, which is in line with the experience in the first year of operation for projects under the earlier tranches (see A/62/123, paras. 6, 11 and 12).

4. The Advisory Committee notes that improvements have been made in the areas of project design, through the application of logical frameworks used in results-based budgeting, and project monitoring, through the use of an enhanced online monitoring system. In line with previous recommendations of the Advisory Committee (see A/58/7/Add.1–30, document A/58/7/Add.5), lessons learned in the implementation of projects in the earlier tranches have been applied to the programming of new projects (see A/62/123, paras. 28–35). Starting with the fifth tranche, an external final evaluation of all completed projects will be carried out (see A/62/466, para. 24). Upon enquiry, the Advisory Committee was informed that approximately 2 per cent of the budget of a project would be allocated to evaluation at the project level.

Comprehensive report

5. The comprehensive report on the Development Account (A/62/466) was submitted pursuant to paragraphs 4, 6 and 7 of section IV of General Assembly resolution 61/252 of 22 December 2006, which called for: (*a*) a review of the modalities and rationale for the funding of the Development Account; (*b*) a definition of procedures to identify efficiency or other gains for transfer to the Account; (*c*) recommendations on identifying a further $2.5 million for the Account; and (*d*) an assessment of the impact of the Account in terms of its aims and purposes.

6. Part one of the report reviews the impact of the Development Account. The report indicates that since the projects are relatively small, with an average cost of $650,000, and are of less than four years' duration, it is difficult to assess their impact, as this can often be determined only long after an activity has been completed. Many implementing entities, unlike the major United Nations funds and programmes, do not have a continuing presence in the targeted countries. As a result, there has been little alternative other than to focus measurement essentially on outputs and expected accomplishments. Paragraphs 11 to 13 of the report indicate that most of the criteria for the governance of the Development Account relate to the characteristics of the projects rather than to their intended developmental impact. The statement of objectives for the Development Account

relates more to how the Account is expected to operate rather than to what it is expected to achieve. Findings of a review on the five major aims and purposes of the Account are presented in paragraphs 32 to 51 of the report.

7. The report does not draw conclusions on the long-term developmental impact of the Account. The premise is that short-term results will lead to long-term impact, even if current measurement technology does not make direct attribution possible. The report concludes that the Development Account is largely achieving its aims and purposes as defined by the General Assembly and is producing demonstrable and beneficial results (ibid., paras. 5, 54 and 55).

8. Upon enquiry, the Advisory Committee was informed that Development Account projects were often implemented cooperatively by more than one organization and were often regional or subregional in scope, while projects under the regular programme of technical cooperation were usually implemented by one organization in one country.

9. Part two of the report contains background on the establishment of and the modalities and rationale for funding the Development Account (ibid., paras. 58–67). The Advisory Committee recalls that in 1997, on proposing to create a "dividend for development" from savings in administrative and other overhead costs, the Secretary-General maintained that it would be possible to deliver an efficiency dividend of some $200 million by 1 January 2002 (see A/51/950, paras. 57 and 58). The Advisory Committee pointed out then that the target appeared to be overly ambitious (see A/52/894, para. 7).

10. In its resolutions 60/246 of 23 December 2005 and 61/252 of 22 December 2006, the General Assembly requested the Secretary-General to make recommendations on how additional resources could be added to the Account, in the amount of $5 million and $2.5 million respectively. In 2006, the Secretary-General reported to the Assembly that no efficiency savings had been identified as a part of the unencumbered balance of the approved budget appropriation to be transferred to the Development Account. That was attributed to the difficulty of identifying such savings in the absence of dependable methodologies, such as a cost-accounting system. Even if such a system were in place, the tendency of the programme managers would be to retain savings to meet additional mandates and workloads rather than to surrender them for transfer to the Development Account (A/61/282, paras. 16 and 18). Therefore, the Secretary-General was not in a position to make recommendations on how additional resources could be identified. In his current report, the Secretary-General states that with the current information technology systems, it is not possible to identify efficiency or other gains for transfer to the Development Account (A/62/466, para. 79).

11. In this context, at its sixtieth session, the General Assembly, as a one-time exercise, decided that the Development Account should be recosted for the biennium 2006–2007, which led to an increase of $889,100, for a total appropriation of $13,065,000 for the biennium 2004–2005. Again, as an immediate exceptional measure to address the non-transfer of resources to the Account since its inception, the Assembly, in its resolution 61/252, also decided to appropriate $2.5 million for the Account in the biennium 2006–2007.

12. In view of the absence of a system to identify and record efficiency gains, the Secretary-General, in paragraph 78 of his report, proposes three options: (*a*) efficiency gains or savings, identified by the Office of Internal Oversight Services through collaboration with the affected departments, that may be transferred to the Development Account; (*b*) better identification of tangible and sustainable resources relating to efficiencies in the context of results-based management, combined with cost-accounting principles and the implementation of an enterprise resource planning system; and (*c*) the realignment of programme priorities by the General Assembly within the overall programme budget level.

13. **The Advisory Committee notes that calls by the General Assembly for the Secretary-General to identify additional resources for the Development Account have not met with success. The Advisory Committee is of the view that the funding mechanism of the Account,**

as currently designed, has not proven to be successful and, therefore, the base is unlikely to grow. Furthermore, in the opinion of the Advisory Committee, the three options proposed in the report of the Secretary-General do not represent realistic or reliable solutions to the fundamental problem of the funding mechanism of the Development Account.

14. **Further to its resolution 56/237, the General Assembly may wish to review the Development Account in all its aspects.**

Document A/62/7/Add.7

Eighth report

Report of the Secretary-General on the administration of justice

[Original: English]
[25 October 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the administration of justice (A/62/294). A list of documents used by the Advisory Committee during its consideration of this item is included at the end of the present document.

2. In its resolution 61/261 of 4 April 2007, the General Assembly decided to establish a new system of internal justice by 1 January 2009. It requested the Secretary-General to submit a series of further reports (see annex I to the present document), including information on resource requirements, at the early part of the main part of its sixty-second session. The Assembly also requested the Secretary-General to ensure that the current system continues to function properly until the new system becomes operational and to clear the backlog of cases. The Secretary-General was further requested to submit a report to the Assembly on resources required for the implementation of the resolution as a matter of priority at the second part of its resumed sixty-first session.

3. The report under consideration consolidates the additional reports requested by the General Assembly in paragraph 32 of the aforementioned resolution and provides details on the structures and procedures of the new system. It also addresses the resource implications for the proposed programme budget for the biennium 2008–2009 for the period from 1 January to 31 December 2009 and for the support account for peacekeeping operations from 1 January to 30 June 2009.

4. Consequent to the adoption of resolution 61/261, the Secretary-General submitted revised estimates (A/61/891) for the biennium 2006–2007 and for the calendar year 2008 (that is, until the new system becomes operational) in order, inter alia, to clear the backlog and strengthen the Office of the Ombudsman, including the creation of a Mediation Division. The related report of the Advisory Committee (A/61/936) addresses the requests for 2006–2007. The two reports are still under review by the General Assembly. To facilitate the Assembly's consideration of the Secretary-General's present proposals, the present report of the Advisory Committee addresses the requirements for the biennium 2008–2009 as a whole, including those set out in documents A/61/891 and A/62/294, as follows: recommendations on posts are consolidated under the relevant sections below; the remaining proposals are dealt with in section III. The Advisory Committee was informed that additional resources resulting from the Assembly's decisions on documents A/61/891 and A/62/294 would be incorporated in the budget appropriation at the time of adoption of the programme budget for the biennium 2008–2009 in December 2007. The Advisory Committee's recommendations on the Secretary-General's proposals concerning peacekeeping operations are included under the relevant sections below (see also para. 9 below). The financial implications of these proposals will be addressed in the context of the Advisory Committee's consideration of the budget for the support account for peacekeeping operations for the period from 1 July 2008 to 30 June 2009.

II. New system of administration of justice

5. As proposed by the Secretary-General, the new system of administration of justice would provide informal and formal mechanisms for settling employment-related disputes. It consists of the following principal components: (*a*) a two-tiered system of formal justice, comprising a first-

instance decentralized Tribunal, the United Nations Dispute Tribunal, and a second-level appellate Tribunal, the United Nations Appeals Tribunal; (*b*) an Office of Administration of Justice, headed by an Executive Director, with the overall responsibility for the administrative coordination of the system of internal justice, including the registries for the two tribunals and an Office of Staff Legal Assistance; (*c*) an Office of the Ombudsman, with a Mediation Division; and (*d*) a management evaluation function. In addition to their presence at Headquarters in New York, the Secretary-General proposes that most of the aforementioned offices would have decentralized units at the United Nations Offices at Geneva, Vienna and Nairobi, the regional commissions and some major peacekeeping operations. A comparison of the timeline of the appeals process in the existing and the proposed systems and an accompanying flowchart are shown in annexes II and III to the present document. The distribution of posts requested for the new system of internal justice by office and function across duty stations is provided in annex IV to the present document.

6. Tables 1 and 2 below provide a summary of the overall resources proposed for administration of justice functions. They reflect: (*a*) existing resources; (*b*) the revised estimates for the bienniums 2006–2007 and 2008–2009 as set out in document A/61/891; (*c*) the further requests contained in document A/62/294; and (*d*) estimates for the current proposals at full cost for a biennium.

Table 1

Posts proposed for the new system of internal justice

	2006–2007	*2008*	*2009*
Regular budget			
Existing regular budget posts (A/61/758)	34	34	34
New posts requested in document A/61/891	—	11	11
New posts requested in document A/62/294	—	—	68
Total regular budget posts	**34**	**45**	**113**
Extrabudgetary posts[a]			
Existing extrabudgetary posts (A/61/758)	15	15	—
Peacekeeping posts requested in document A/62/294	—	—	21
Total extrabudgetary posts	**15**	—	**21**
Total posts	**49**	**60**	**134**

[a] Including peacekeeping support account.

Table 2

Resources proposed for the new system of internal justice, including current proposals at full cost[a]

(United States dollars)

	Amount
Regular budget	
Existing resources	10 625 500
Total amount in the current proposals (A/61/891 and A/62/294)	23 428 600
Requirements for the judges of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal to cover the full biennium	2 025 000
Delayed impact of the staffing proposals	20 783 400
Discontinuation of one-time costs in the present report	(7 551 100)
Cost of other non-post costs (inter alia, travel, general operating expenses, contractual services) based on current proposals, to cover the full biennium	5 461 300
Subtotal (regular budget)	**54 772 700**
Peacekeeping support account	
Total amount in the current proposals (A/62/294)	811 100
Delayed impact of the staffing proposals	2 512 800
Discontinuation of one-time costs	(23 100)
Cost of other non-post costs (inter alia, travel, general operating expenses, contractual services) based on current proposals, to cover the full biennium	45 000
Subtotal (peacekeeping support account)	**3 345 800**
Total costs for the biennium	**58 118 500**

[a] Figures are based on the current estimates for 2006–2007 and represent approximate amounts.

7. As shown in the tables above, the Secretary-General's proposals for the new system of internal justice would entail an increase in resources. The total number of posts dedicated under the regular budget would increase from 34 to 113. Overall resource requirements under the regular budget would increase from the existing level of $US 10,625,500 by $23,428,600 in the biennium 2008–2009 for preparatory work in 2008 and the first year of the operations of the system in 2009, to an estimated $54,772,700 at full cost for a biennium. Owing to the delayed recruitment factor, the current proposal includes only 50 per cent of the costs of the new Professional posts to be created as of 1 January 2008 and 25 per cent for those to be created on 1 January 2009. A delayed recruitment factor of 35 per cent has been applied in costing the requirements for new General Service posts for 2008 and 2009.

8. The posts requested under the regular budget include:

(*a*) A total of 33 posts for the Office of the Ombudsman, including 7 existing posts, 24 new posts and the redeployment of 2 posts from the United Nations Offices at Geneva and Nairobi;

(*b*) A total of 21 posts for the Office of Staff Legal Assistance, including 15 new posts and the redeployment of 6 posts from the Department of Management of the Secretariat, the United Nations Offices at Vienna and Nairobi and the secretariat of the United Nations Administrative Tribunal;

(*c*) A total of 16 posts for the management evaluation function, including 11 new posts and the redeployment of 5 posts from the Department of Management;

(*d*) A total of 28 posts for the Office of Administration of Justice, including 24 new posts and the redeployment of 4 posts from the secretariat of the United Nations Administrative Tribunal and the United Nations Office at Geneva;

(*e*) A total of 10 posts for the Office of Legal Affairs, including 5 existing and 5 new posts;

(*f*) A total of 5 existing posts for the Administrative Law Unit, which would continue unchanged.

9. Under the peacekeeping support account, a further 21 posts are requested, including 9 posts for the Office of the Ombudsman, 9 for the Office of Staff Legal Assistance and 3 for the management evaluation function.

10. From its discussions with the representatives of the Secretary-General, the Advisory Committee understands that the proposed requirements are based partly on current caseload and the general assumption that recourse to the system will increase as the staff's confidence in the system grows. The Secretary-General's report, however, does not explicitly address how the development of one part of the new system might affect another. For example, any strengthening of the informal system may reasonably be expected to reduce recourse to the formal system. Furthermore, each part of the system is presented in isolation, with a template approach to decentralization. **The Advisory Committee is concerned that the establishment of such an elaborate and complex system is being envisaged without the benefit of any real experience in a comparable setting. It therefore believes that the system should be implemented in a prudent and gradual manner, which gives effect to the principles expressed by the General Assembly while permitting further development in the light of experience.**

11. In this connection, the Advisory Committee stresses the importance of early identification of systemic problems, such as those pointed out in the report of the Secretary-General on the activities of the Office of the Ombudsman (A/62/311, paras. 41–44) and the need to take expeditious remedial action. It notes the Secretary-General's recognition of the need to reinforce managers' accountability for the exercise of the authority that has been delegated to them. This should contribute to reducing the number of cases brought before the informal and formal systems of justice. The Advisory Committee also points to a series of consequential proposals on human resources management currently before it that may lead to a simplification of rules and regulations and which, in future, may also contribute towards reducing the numbers of disputes to be handled by the system of internal justice.

A. Scope and jurisdiction

12. In paragraph 32 (*a*) of its resolution 61/261, the General Assembly requested an in-depth analysis regarding the scope of persons who might be covered by the new system of administration of justice. The Secretary-General's analysis is provided in paragraphs 13 to 22 of his report (A/62/294), in which he recommends that the new system cover non-staff personnel, including United Nations Volunteers, consultants, individual contractors and daily paid workers, expanding the scope of coverage by some 45,000 persons and increasing the overall number to be covered by 75 per cent. The Advisory Committee notes that these categories of personnel (except daily paid workers) are subject to different United Nations contractual mechanisms and procedures for resolving disputes. Consultants and individual contractors are subject to ad hoc arbitration under the Arbitration Rules of the United Nations Commission on International Trade Law and United Nations Volunteers may appeal an administrative decision to the United Nations Volunteers Executive Coordinator in accordance with the provisions of the Conditions of Service for International United Nations Volunteers. Currently, the daily paid workers, generally employed by peacekeeping missions, do not have access to recourse procedures in the framework of the United Nations.

13. Details of the number of staff and non-staff personnel engaged by the Secretariat and by the funds and programmes from 1 April 2006 to 31 March 2007 are provided in tables 1 and 2 of the Secretary-General's report and are summarized in table 3 below.

Table 3
Staff and non-staff personnel proposed to be covered by the new system of internal justice

Entity	*Number of staff*	*Number of non-staff*	**Total**
Secretariat	34 517	13 671	**48 188**
Funds and programmes	26 205	24 161	**50 366**
United Nations Volunteers	—	7 629	**7 629**
Total	**60 722**	**45 461**	**106 183**

14. The Advisory Committee notes that, in his analysis, the Secretary-General has provided more comprehensive data on the numbers and categories of non-staff personnel, but there is little information on the types and numbers of disputes that occur between non-staff personnel and the Organization. He reiterates his position that disputes involving non-staff personnel would be more effectively addressed if they were to have access to the same justice system as staff members. He suggests that the small number of formal requests for settlement of disputes by arbitration indicates that arbitration may not be an effective means of recourse. **The Advisory Committee continues to believe that there is no sound basis for granting access to the internal justice system of the United Nations to individual contractors, consultants and United Nations Volunteers who have existing means of recourse. In the opinion of the Advisory Committee, the Secretary-General has not provided any new or convincing rationale for expanding the scope of the system to these categories of personnel.**

15. **Therefore, the Advisory Committee recommends that the system of internal justice continue to apply only to those individuals covered by the Staff Regulations and Rules of the United Nations. The lower number of persons to be covered should have an impact on the level of resources required in the other parts of the system. The Advisory Committee does recognize, however, the Organization's responsibility to ensure that the daily paid workers in peacekeeping missions (3,312 individuals as of September 2007) are made aware of their rights and obligations and have access to suitable recourse procedures within the framework of the United Nations.**

B. Informal system

Office of the Ombudsman

16. In paragraphs 12 and 16, respectively, of its resolution 61/261 the General Assembly decided to create a single integrated and decentralized Office of the Ombudsman for the United Nations Secretariat, funds and programmes and to establish a Mediation Division located at Headquarters within the Office of the United Nations Ombudsman to provide formal mediation services. The Assembly emphasized the role of the Ombudsman to report on broad systemic issues and to encourage staff to seek resolution through the informal system. It also transferred the functions of the Panel on Discrimination and Other Grievances relating to the informal system to the Office of the Ombudsman (see resolution 61/261, paras. 10–18).

17. The Secretary-General has proposed a substantial expansion of the existing capacity of the Office of the Ombudsman at Headquarters and the creation of new structures and capacities in the duty stations in Addis Ababa, Bangkok, Beirut, Dakar, Geneva, Nairobi, Santiago and Vienna as well as the peacekeeping missions in the Democratic Republic of the Congo (MONUC), Liberia (UNMIL) and the Sudan (UNMIS). He proposes a phased expansion of the Office as follows:

- The immediate establishment of a new Mediation Division in New York (see A/61/891);
- The immediate establishment of decentralized branch offices in Geneva, Vienna and Nairobi (see A/61/891);

- The establishment of the remaining decentralized branches in Addis Ababa, Bangkok, Beirut, Dakar and Santiago as well as in the peacekeeping missions in the Democratic Republic of the Congo, Liberia and the Sudan and the further strengthening of the capacity of the Headquarters Office of the Ombudsman in New York, from 1 January 2009, with an additional 15 posts.

18. **The Advisory Committee recognizes that the informal system constitutes an important element of the reform of the system of internal justice and underlines the pivotal role of mediation in reconciling differences. With its strengthened role, the Office of the Ombudsman should be able to promote the informal resolution of disputes, thereby avoiding unnecessary litigation.**

19. The table below summarizes the Secretary-General's proposals for the overall staffing of the Office of the Ombudsman, as requested in documents A/61/891 and A/62/294, taking into account existing posts and redeployments, as well as the Advisory Committee's related recommendations.

Proposed staffing resources

Secretary-General's proposals		
Total staffing	33 posts	1 ASG; 7 D-1; 4 P-5; 2 P-4; 6 P-3; 1 GS (PL); 7 GS (OL); 5 GS (LL)
Existing posts	7 posts	1 ASG; 1 D-1; 1 P-5; 1 P-4; 1 P-3; 2 GS (OL)
Inward redeployments	2 posts	2 P-3
New posts requested:	24 posts	6 D-1; 3 P-5; 1 P-4; 3 P-3; 1 GS (PL); 5 GS (OL); 5 GS (LL)
A/61/891: Mediation Division	5 posts	1 D-1; 2 P-5; 2 GS (OL)
A/61/891: Office of the Ombudsman	6 posts	2 D-1; 1 P-5; 2 GS (OL); 1 GS (LL)
A/62/294	13 posts	3 D-1; 1 P-4; 3 P-3; 1 GS (PL); 1 GS (OL) 4 GS (LL)
Advisory Committee's recommendations		
Total staffing	19 posts	1 ASG; 2 D-1; 4 P-5; 2 P-4; 3 P-3; 1 GS (PL); 5 GS (OL); 1 GS (LL)
New posts to be established:	10 posts	1 D-1; 3 P-5; 1 P-4; 1 GS (PL); 3 GS (OL); 1GS (LL)
A/61/891: Mediation Division	3 posts	1 D-1; 1 P-5; 1 GS (OL)
A/61/891: Office of the Ombudsman	4 posts	2 P-5; 1 GS (OL); 1GS (LL)
A/62/294	3 posts	1 P-4; 1 GS (PL); 1 GS (OL)

20. The Secretary-General proposes to redeploy to the Office of the Ombudsman one P-3 post each from the United Nations Offices at Geneva and Nairobi, as well as one P-5 post from the Office of the Ombudsman in New York to Addis Ababa. A summary of the posts proposed for the Office of the Ombudsman, distributed by function and location, including peacekeeping, is shown in the tables below.

Table 4
Distribution of posts proposed for the Office of the Ombudsman by function and location

	Level	*New York*	*Geneva*	*Nairobi*	*Vienna*	*Addis Ababa*	*Bangkok*	*Beirut*	*Santiago*	**Total**
Office of the Ombudsman										
United Nations Ombudsman	ASG	1								**1**
Regional Ombudsman	D-1		1	1			1	1	1	**5**
Deputy Regional Ombudsman	P-5				1	1				**2**
Principal Officer	D-1	1								**1**
Legal Officer	P-4	2								**2**
Legal/Case Officer	P-3	1	1	1			1	1	1	**6**
Legal/Administrative Assistant	GS (PL)	1								**1**
Administrative Assistant	GS (OL)	3	1		1					**5**
Administrative Assistant	GS (LL)			1		1	1	1	1	**5**
Mediation Division										
Coordinating Mediator	D-1	1								**1**
Mediators	P-5	2								**2**
Administrative Assistant	GS (OL)	2								**2**
Total Professional posts		**8**	**2**	**2**	**1**	**1**	**2**	**2**	**2**	**20**
Total posts		**14**	**3**	**3**	**2**	**2**	**3**	**3**	**3**	**33**

Table 5
Distribution of posts proposed for the Office of the Ombudsman by function and peacekeeping operation

	Level	*MONUC*	*UNMIL*	*UNMIS*	**Total**
Office of the Ombudsman – Peacekeeping					
Regional Ombudsman	D-1	1	1	1	**3**
Legal/Case Officer	P-4	1	1	1	**3**
Administrative Assistant	GS (LL)	1	1	1	**3**
Total Professional posts		**2**	**2**	**2**	**6**
Total posts		**3**	**3**	**3**	**9**

Mediation Division

21. A new Mediation Division is proposed to be established immediately within the Office of the Ombudsman, to provide a dedicated capacity for formal mediation services (ibid.). Mediation would be conducted on the basis of a joint voluntary request from the parties in conflict, on cases referred to the Mediation Division by the Office of the Ombudsman, or by order of the United Nations Dispute Tribunal. The agreements reached through the mediation process are binding and preclude further recourse to the informal and formal systems. It is proposed that the Division consist of a Coordinating Mediator (D-1), two Mediators (P-5) and two Administrative Assistants (General Service (Other level)). **The Advisory Committee recommends that the Mediation Division be established from 1 January 2008 and consist of four posts, the Coordinating**

Mediator (D-1), two Mediators (P-5) and one Administrative Assistant (General Service (Other level)) but not the second Administrative Assistant. It recommends that one of the P-5 posts of Mediator be provided through redeployment of the existing P-5 post in the Office of the Ombudsman, which the Secretary-General proposes to redeploy for the post of the Deputy Regional Ombudsman in Addis Ababa. Accordingly, three new posts would be established for the Mediation Division, including one D-1, one P-5 and one General Service (Other level) from 1 January 2008.

Office of the Ombudsman

22. The Secretary-General proposes to strengthen the Headquarters Office of the Ombudsman in New York with three additional posts for one Legal Officer (P-4), one Legal Assistant (General Service (Principal level)), and one additional Administrative Assistant (General Service (Other level)). **The Advisory Committee recommends approval of these three posts.**

23. With respect to the decentralization of the Office of the Ombudsman, the Secretary-General proposes to establish branch offices in Geneva, Vienna and Nairobi immediately (ibid.) and the remaining offices in Addis Ababa, Bangkok, Beirut, Dakar and Santiago from 1 January 2009 (see A/62/294). Each office would be headed by a Regional Ombudsman (D-1) or Deputy Regional Ombudsman (P-5), have a Case/Legal Officer at the P-3 level (except in Vienna and Addis Ababa) and a Legal Assistant. Branch offices are also proposed for three of the major peacekeeping operations.

24. The Advisory Committee believes that there are some complementarities and potential for generating synergies between the functions of the Ombudsman and Staff Legal Counsel. The prospective workload of these offices would also likely be affected by decisions made regarding the scope of the coverage of the new system of internal justice (see para. 15 above). Likewise, if the General Assembly were to adopt the phased approach towards implementation recommended by the Advisory Committee (see para. 10 above), it could, if it deems necessary, add posts in this area at a later stage rather than all at once. Future adjustments could be made on the basis of actual caseloads and experiences with the system.

25. The Advisory Committee is of the view that it is not necessary to establish separate branch offices for the Offices of the Ombudsman in each of the eight duty stations proposed. It should be recalled that the presence of personnel from the Office of Staff Legal Assistance in some duty stations will also provide knowledgeable capacity that staff can draw upon. The approach of the Advisory Committee is to provide Ombudsman capacity in some duty stations and legal assistance capacity in others.

26. **The Advisory Committee recommends that posts requested for the establishment of branch offices in Geneva and Nairobi be approved from 1 January 2008, with the post of Regional Ombudsman at the P-5 instead of the D-1 level, one Administrative Assistant (General Service (Other level)) in Geneva and one Administrative Assistant (General Service (Local level)) in Nairobi. It also recommends approval of the Secretary-General's proposals to redeploy to the Office of the Ombudsman one P-3 post each from the United Nations Offices at Geneva and Nairobi for the posts of Legal/Case Officers. The Advisory Committee recommends against approval of the establishment of the remaining branch offices in Vienna, Addis Ababa, Bangkok, Beirut, Dakar and Santiago (see also para. 48 below).**

27. It is proposed that the branches of the Office of the Ombudsman in peacekeeping missions should be staffed by a Regional Ombudsman (D-1), a Legal/Case Officer (P-4) and an Administrative Assistant (Local level) (see table 5 above). **The Advisory Committee recommends that the grade levels of the posts of Regional Ombudsman and Legal Officer be aligned to the corresponding posts in the other branch offices, at the P-5 and P-3 levels, respectively. It recommends approval of the Secretary-General's proposals to establish a branch office of the Ombudsman in the Democratic Republic of the Congo and the Sudan, each with one Regional Ombudsman (P-5), a Legal/Case Officer (P-3) and an**

Administrative Assistant (Local level). Taking into account its recommendation for a gradual implementation as well as recent developments concerning a draw-down of the United Nations Mission in Liberia, the Advisory Committee recommends against approval of the establishment of the branch Office of the Ombudsman in Liberia.

28. **The Advisory Committee recommends that consideration should be given in future to the possibility of using National Professional Officers for the function of Legal/Case Officer at the decentralized duty stations.**

C. Formal system

Management evaluation

29. In the Advisory Committee's report (A/61/815) on the proposals of the Redesign Panel on the United Nations system of administration of justice (A/61/205) and the related proposals of the Secretary-General (A/61/758), the Advisory Committee highlighted the fact that the management evaluation stage was an area where the Secretary-General's proposals differed from the recommendations of the Panel. The Panel had clearly and unambiguously recommended that the current administrative review function be abolished, noting that it did not have the confidence of the staff (A/61/205, para. 87). The Secretary-General had proposed instead to develop a management evaluation function, to be carried out by a separate unit in the Department of Management, as the first, mandatory step of the formal system of justice, in order to give the Administration an opportunity to review contested decisions and to allow it to correct or overturn previous administrative decisions, prior to a complainant's bringing a formal case to the Dispute Tribunal (A/61/758, paras. 29 and 30). The Advisory Committee indicated that it saw merit in a management evaluation function and stressed the importance of upholding the general principle of exhausting administrative remedies before formal proceedings commence (resolution 61/261, para. 26; A/61/815, para. 38). However, in order to eliminate any appearance of a conflict of interest, the Advisory Committee recommended that the General Assembly consider placing the management evaluation unit elsewhere in the Organization, for example, in the Executive Office of the Secretary-General, rather than in the Department of Management.

30. Details on the Secretary-General's proposals for the management evaluation function requested by the General Assembly in paragraph 32 (*i*) of its resolution 61/261 are provided in paragraphs 75 to 95 of his report (A/62/294). The Secretary-General is proposing to establish a management evaluation unit in the Office of the Under-Secretary-General for Management in New York with legal/administrative officers out-posted in a number of duty stations, to advise the Heads of Office/Mission and to maintain liaison with Headquarters. The table below summarizes the Secretary-General's proposals for the management evaluation function and the related recommendations of the Advisory Committee.

Proposed staffing resources

Secretary-General's proposals		
Total staffing	16 posts	1 D-1; 1 P-5; 6 P-4; 5 P-3; 3 GS (OL)
Inward redeployments	5 posts	1 P-5; 1 P-4; 3 GS (OL)
New posts requested	11 posts	1 D-1; 5 P-4; 5 P-3
Advisory Committee's recommendations		
Total staffing	5 posts	1 P-5; 1 P-4; 3 GS (OL)
New posts to be established	—	

31. The distribution of posts by function and location is summarized in tables 6 and 7 below. Five posts (1 P-5, 1 P-4 and 3 General Service (Other level) would be redeployed to the Management Evaluation Unit in New York from the secretariats of the Joint Appeals Board, the Joint Disciplinary Committee, the Panel on Discrimination and Other Grievances and the Panel of Counsel in the Office of the Under-Secretary-General for Management.

Table 6

Distribution of posts proposed for management evaluation by function and location

	Level	*New York*	*Geneva*	*Nairobi*	*Vienna*	*Addis Ababa*	*Bangkok*	*Beirut*	*Santiago*	**Total**
Chief of the Management Evaluation Unit	D-1	1								**1**
Senior Legal/Administrative Officer	P-5	1								**1**
Legal/Administrative Officer	P-4	4	1	1						**6**
Legal/Administrative Officer	P-3				1	1	1	1	1	**5**
Administrative Assistant	GS (OL)	3								**3**
Total Professional posts		**6**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**13**
Total posts		**9**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**16**

Table 7

Distribution of posts proposed for management evaluation by function and peacekeeping operation

	Level	*MONUC*	*UNMIL*	*UNMIS*	**Total**
Legal/Administrative Officer	P-4	1	1	1	**3**
Total Professional posts		**1**	**1**	**1**	**3**
Total posts		**1**	**1**	**1**	**3**

32. Having examined the additional information in the Secretary-General's report, the Advisory Committee doubts that the management evaluation function, in the form proposed, would add value to the process. On the contrary, it may instead become another cumbersome and bureaucratic part of the process. The Advisory Committee notes that, under the procedures proposed, the staff member would have to file a request for administrative review/management evaluation within 60 days of notification of the contested administrative decision and that the letter on the outcome of the administrative review/management evaluation would be sent to the staff member within 45 days. This mandatory first step in the formal process of the system of justice could therefore add up to 105 days to the timeline of the process.

33. The evaluation mechanism proposed should be considered in the overall context of the system of administrative justice and the different avenues it offers for challenging management decisions and redressing grievances. The Advisory Committee considers that it is likely that in many of the cases where an administrative decision is contested, staff members would first consult either the Ombudsman or the Staff Counsel. In addition, there is a capacity for legal research on the applicable regulations and rules and relevant precedents, as well as for fact-finding on the individual cases in the Offices of the Ombudsman and Staff Legal Assistance as well as the Mediation Unit. In the peacekeeping missions, the conduct and discipline teams also have like capacity. In such cases, the determination of the facts of the case could be carried out by the supervisor of the manager responsible for the contested decision to whom authority has been delegated, in cooperation with the Department of Management.

34. **The Advisory Committee is of the opinion that the general principle of exhausting administrative remedies before proceeding to litigation could be honoured through an informal process. It is concerned that the Secretary-General's proposal for introducing a formal, mandatory management evaluation function, with the establishment of a large structure dedicated for this purpose may only add costs and delays to the process. It therefore recommends against approval of the Secretary-General's proposal for the establishment of a formal management evaluation process at this time. However, it recommends that the five existing posts (1 P-5, 1 P-4 and 3 GS (OL)) in the Office of the Under-Secretary-General for Management, proposed to be redeployed to the Management Evaluation Unit, be dedicated to performing management evaluation activities, as required. The Advisory Committee also recommends that the activity engendered by the new system of internal justice be monitored closely.**

35. **Given the difficulties experienced with the administrative review function in the past, in particular with respect to the length of the process (see A/61/205, para. 87), the Advisory Committee considers it essential that the management evaluation function be executed promptly. It recommends that the management evaluation should be completed in a timely manner, as soon as possible, but within a limit of a maximum of 30 calendar days after the request for an evaluation is submitted. Similarly, the period within which staff should submit applications for remedial action should be reduced to 30 calendar days from the 60 days proposed by the Secretary-General (see annex II to the present document).**

Office of Administration of Justice

36. The Secretary-General proposes the establishment of an Office of Administration of Justice comprising the Office of the Executive Director and the Office of Staff Legal Assistance, as well as the United Nations Appeals Tribunal Registry in New York and the United Nations Dispute Tribunal Registries in New York, Geneva and Nairobi. It should be noted that while the Registrars will be under the overall supervision of the Executive Director, they will also be directly responsible to the judges in relation to judicial matters. The table below summarizes the Secretary-General's proposals for the Office of Administration of Justice and the related recommendations of the Advisory Committee.

Proposed staffing resources

Secretary-General's proposals		
Total staffing	28 posts	1 ASG; 2 D-1; 3 P-5; 5 P-4; 3 P-3; 2 P-2; 10 GS (OL); 2 GS (LL)
Inward redeployments	4 posts	2 P-5; 1 P-3; 1 GS (OL)
New posts requested:	24 posts	1 ASG; 2 D-1; 1 P-5; 5 P-4; 2 P-3; 2 P-2; 9 GS (OL); 2 GS (LL)
Advisory Committee's recommendation		
Total staffing	23 posts	1 D-2; 1 D-1; 2 P-5; 4 P-4; 3 P-3; 2 P-2; 8 GS (OL); 2 GS (LL)
New posts to be established	17 posts	1 D-2; 1 D-1; 4 P-4; 2 P-3; 2 P-2; 6 GS (OL); 1 GS (LL)

37. The total staffing establishment proposed for the Office of Administration of Justice is 28 posts distributed among New York, Geneva and Nairobi, as shown in table 8 below. It is proposed to redeploy to the Office of Administration of Justice one P-5 post from the Office of the Under-Secretary-General for Management and three posts (1 P-5, 1 P-3 and 1 General Service (Other level)) from the secretariat of the United Nations Administrative Tribunal. **The Advisory Committee recommends approval of the Secretary-General's proposals for redeployment, as well as an additional two posts (see para. 48 below).**

Table 8
Distribution of posts proposed for the Office of Administration of Justice by function and location

		Level	*New York*	*Geneva*	*Nairobi*	**Total**
Office of the Executive Director	Executive Director	ASG	1			1
	Special Assistant	P-5	1			1
	Administrative Assistant	GS (OL)	1			1
United Nations Appeals Tribunal Registry New York	Principal Registrar	D-1	1			1
	Legal Research Officer	P-4	1			1
	Legal Research Officer	P-2	2			2
	Legal/Administrative Assistant	GS (OL)	3			3
United Nations Dispute Tribunal Registry New York	Principal Registrar	D-1	1			1
	Legal Research Officer	P-4	1			1
	Legal Research Officer	P-3	1			1
	Information Technology Officer	P-4	1			1
	Information Technology Assistant	GS (OL)	1			1
	Legal/Administrative Assistant	GS (OL)	3			3
United Nations Dispute Tribunal Registry Geneva/Nairobi	Registrar	P-5		1	1	2
	Legal Research Officer	P-4		1	1	2
	Legal Research Officer	P-3		1	1	2
	Legal Assistant	GS (LL)			2	2
	Legal/Administrative Assistant	GS (OL)		2		2
	Total Professional posts		**10**	**3**	**3**	**16**
	Total posts		**18**	**5**	**5**	**28**

Office of the Executive Director

38. The Office of the Executive Director is to consist of one Assistant Secretary-General, one Special Assistant (P-5) and one Administrative Assistant (GS (OL)). **The Advisory Committee views the functions of the Executive Director to be largely administrative in nature and considers that the Assistant Secretary-General level for this post is not warranted. It recommends that the post be authorized at the D-2 rather than the Assistant Secretary-General level. Consequently, it also recommends against approval of the post for a Special Assistant (P-5). It recommends approval of the post of Administrative Assistant.**

United Nations Appeals Tribunal and United Nations Dispute Tribunal Registries

39. The Secretary-General proposes to establish separate Registries for the Dispute and Appeals Tribunals in order to avoid even the appearance of a conflict of interest, for the reasons stated in paragraph 133 of his report (A/62/294). However, the Redesign Panel proposed a single Registry to support both the Dispute and the Appeals Tribunals. **The Advisory Committee considers that the establishment of two separate Registries would create duplicative structures and recommends that a consolidated Registry be established for the two Tribunals. The posts requested for the consolidated United Nations Appeals Tribunal and United Nations Dispute Tribunal Registry in New York should be reviewed accordingly. The Advisory Committee recommends that the following posts be authorized for the consolidated Registry in New York: one Principal Registrar (D-1); three Legal Officers (1 P-4, 1 P-3 and 1 P-2); one**

Information Technology Officer (P-4); one Information Technology Assistant (GS (OL)); and four Administrative Assistants (GS (OL)). The Advisory Committee recommends acceptance of the Secretary-General's proposals for new posts for the United Nations Dispute Tribunal Registries in Geneva and Nairobi.

United Nations Dispute and Appeals Tribunals

40. The Secretary-General discusses the number of judges for the United Nations Dispute Tribunal in paragraphs 71 to 74 of his report (ibid.). The Redesign Panel recommended that a single judge should normally decide cases at the Dispute Tribunal level. The Panel also considered that it was advisable to retain some elements of peer review, with assessors sitting with the judge in disciplinary cases and in exceptional cases involving serious allegations (A/61/205, para. 93). In his note (A/61/758, para. 19), the Secretary-General indicated that in order to reflect the multicultural nature of the Organization, representation of more than one legal system would be required. In its report (A/61/815, para. 44), the Advisory Committee indicated that it was not convinced that more than one judge was indeed required with respect to the decisions to be made at the first-level Tribunal.

41. The Secretary-General maintains his position that it is necessary that a panel of three judges decide cases at the Dispute Tribunal. **Having considered arguments put forward by the Secretary-General in his report, as well as the additional information provided, the Advisory Committee continues to believe that the proposal of the Redesign Panel provides sufficient safeguards to ensure that the law is properly applied and recommends that it be adopted.**

42. The Secretary-General proposes that the judges be considered United Nations officials and that that they receive salary and allowances equivalent to United Nations staff members at the level of Director. The judges of the Appeals Tribunal would receive honorariums equivalent to rates applicable to the International Labour Organization Administrative Tribunal. **The Advisory Committee points out that the remuneration of the members of the Tribunals is to be determined by the General Assembly (see also para. 80 below).**

43. The Advisory Committee notes that provision has been made under non-post resources for the travel of judges and staff to hold sessions outside New York, Geneva and Nairobi (A/62/294, para. 171 (*d*)). The Advisory Committee recognizes the need for judges to have access to the staff members involved in the proceedings. It encourages the judges to make use of electronic means of communication, including videoconferencing, e-mail and telephone, whenever possible in light of the experiences of the Ombudsman with such means of communication.

Office of Staff Legal Assistance

44. In paragraph 23 of its resolution 61/261, the General Assembly agreed that legal assistance for staff should continue to be provided and supported the strengthening of the function by the creation of a professional office of staff legal assistance. In paragraph 32 (*d*), it requested the Secretary-General to provide detailed proposals for the strengthening of such an office, including information on practices in the governmental and intergovernmental sectors.

45. The Advisory Committee recalls that, in paragraph 26 of its resolution 59/283 of 13 April 2005, the General Assembly invited staff representatives to explore the possibility of establishing a staff-funded scheme in the Organization that provides legal advice and support to the staff, and that this invitation was reiterated in paragraph 24 of its resolution 61/261. Although the Secretary-General reports that the Staff-Management Contact Group of the Staff-Management Coordination Committee believes that such a system would be neither feasible nor sustainable in the case of the United Nations (ibid., para. 32), **the Advisory Committee remains convinced that the formal *provision of legal assistance envisaged* should be complemented by some form of staff participation. This would promote "ownership" of the system by the staff and could discourage unnecessary litigation. It requests that the Administration continue to seek creative methods for encouraging staff participation in the process.**

46. The Secretary-General's proposal provides for 21 posts, distributed across duty stations as shown in table 9 below. An additional 9 posts are requested under the peacekeeping support account, as shown in table 10 below. The Advisory Committee notes that the present budgetary provision is for two posts, including one Coordinator (P-3) and one Administrative Assistant (GS (OL)) for the secretariat of the Panels of Counsel. The table below summarizes the Secretary-General's proposals for the Office of Staff Legal Assistance and the related recommendations of the Advisory Committee.

Proposed staffing resources

Office of Staff Legal Assistance		
Secretary-General's proposals		
Total staffing	21 posts	1 D-1; 1 P-5; 2 P-4; 6 P-3; 1 P-2; 5 GS (OL); 5 GS (LL)
Inward redeployment	6 posts	1 P-3; 4 GS (OL); 1 GS (LL)
New posts requested	15 posts	1 D-1; 1 P-5; 2 P-4; 5 P-3; 1 P-2; 1 GS (OL); 4 GS (LL)
Advisory Committee's recommendations		
Total staffing	10 posts	6 P-3; 1 P-2; 3 GS (OL)
New posts to be established	6 posts	5 P-3; 1 P-2

47. The posts proposed to be redeployed to the Office of Staff Legal Assistance include one General Service (Other level) from the United Nations Office at Geneva, one P-3 from the United Nations Office at Vienna, one General Service (Local level) from the United Nations Office at Nairobi, two General Service (Other level) from the Office of the Under-Secretary-General for Management and one General Service (Other level) from the secretariat of the United Nations Administrative Tribunal.

Table 9

Distribution of posts proposed for the Office of Staff Legal Assistance by function and location

Regular budget resources	*Level*	*New York*	*Geneva*	*Nairobi*	*Vienna*	*Addis Ababa*	*Bangkok*	*Beirut*	*Santiago*	**Total**
Director	D-1	1								**1**
Senior Staff Counsel	P-5	1								**1**
Regional Coordinating Counsel	P-4		1	1						**2**
Regional Coordinating Counsel	P-3				1	1	1	1	1	**5**
Staff Counsel	P-3	1								**1**
Associate Staff Counsel	P-2	1								**1**
Legal Assistant	GS (OL)	3	1		1					**5**
Legal Assistant	GS (LL)			1		1	1	1	1	**5**
Total Professional posts		**4**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**11**
Total posts		7	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**21**

Table 10

Distribution of posts proposed for the Office of Staff Legal Assistance by function and peacekeeping operation

Peacekeeping	*Level*	*MONUC*	*UNMIL*	*UNMIS*	**Total**
Regional Coordinating Counsel	P-3	1	1	1	**3**
Assistant to Staff Counsel	NPO	1	1	1	**3**
Legal Assistant	GS (LL)	1	1	1	**3**
Total Professional posts		**2**	**2**	**2**	**6**
Total posts		**3**	**3**	**3**	**9**

48. **For the reasons stated in paragraphs 10 and 25 above, the Advisory Committee recommends that the following posts be approved for the Office of Staff Legal Assistance: one Staff Counsel (P-3), one Associate Staff Counsel (P-2), and three Legal Assistants (General Service (Other level)) at Headquarters in New York; and one Staff Counsel (P-3) each in Vienna, Addis Ababa, Bangkok, Beirut and Santiago. The Advisory Committee recommends approval of the Secretary-General's proposals for redeployment of one P-3 post and three General Service (Other level) posts to the Office of Staff Legal Assistance. One additional General Service (Other level) and one General Service (Local level) post, proposed to be redeployed to the Office of Legal Assistance would therefore remain available for redeployment elsewhere. The Advisory Committee recommends that these two posts be redeployed to the Office of Administration of Justice (see para. 37 above). It recommends approval of one P-3 post for a Staff Counsel in the United Nations Mission in Liberia.**

Office of Legal Affairs

49. Five new posts are requested for three senior Legal Affairs Officers and two Legal Affairs Officers. The Advisory Committee was informed that posts were required to deal with the potential increase in the number of appeals to the United Nations Appeals Tribunal as a result of the substantial increase in the number of persons to be covered by the new justice system. The table below summarizes the Secretary-General's proposals for the Office of Legal Affairs and the related recommendations of the Advisory Committee.

Proposed staffing resources

Secretary-General's proposals		
Total staffing	10 posts	7 P-5; 1 P-4; 1 P-3; 1 GS (OL)
Existing posts	5 posts	4 P-5; 1 GS (OL)
New posts requested	5 posts	3 P-5; 1 P-4; 1 P-3
Advisory Committee's recommendations		
Total staffing	5 posts	4 P-5; 1 GS (OL)
New posts to be established	—	

50. From the additional information provided to it, the Advisory Committee notes that the Office of Legal Affairs has at its disposal four Senior Legal Affairs Officers and one General Service staff for dealing with administration of justice issues. The additional resources requested would result in a total of seven senior Legal Officers and 2 Legal Officers in the Office of Legal Affairs. The Advisory Committee notes that this request is partially based on the assumption that the scope of personnel to be covered by the proposed system of internal justice will be expanded

to include non-staff, which has yet to be decided by the General Assembly (see para. 15 above). These proposals also do not appear to take into account the fact that, if successful, the efforts for early resolution of disputes through informal means may result in fewer cases being brought to the Tribunals. **In the light of these considerations, the Advisory Committee considers that there is insufficient information to support the request for additional staff at this time. It therefore recommends against approval of these posts until the real needs can be assessed.**

Administrative Law Unit (Office of Human Resources Management)

51. Under the new system of internal justice, the Administrative Law Unit would maintain its current responsibilities. It would continue to represent the respondent in the matters brought before the United Nations Dispute Tribunal, including the handling of cases of suspension of action and, where appropriate, conducting settlement negotiations. It would continue to be responsible for providing advice on disciplinary cases concerning New York staff members who are referred to the Office of Human Resources Management (ibid., annex I) as well as reviewing certain recommendations of the heads of office and peacekeeping missions. The Unit also provides advice to managers on appeals and disciplinary matters. The table below summarizes the staffing component of the Administrative Law Unit.

Proposed staffing resources

Secretary-General's proposals		
Total staffing	5 posts	1 P-5; 2 P-3; 2 GS (OL)
Existing posts	5 posts	1 P-5; 2 P-3; 2 GS (OL)
New posts requested	—	
Advisory Committee's recommendations		
Total staffing	5 posts	1 P-5; 2 P-3; 2 GS (OL)
New posts to be established	—	

52. **The five posts of the Administrative Law Unit, currently funded from the regular budget, are proposed to be continued in the biennium 2008–2009. The Advisory Committee does not object to the Secretary-General's proposals in this regard.**

D. Disciplinary proceedings

53. A chart of the new disciplinary process showing the anticipated time limits for each stage was provided to the Advisory Committee upon request and is included in annex V to the present document.

54. On the recommendations of the intersessional working group established at the twenty-seventh session of the Staff-Management Coordination Committee, the Secretary-General makes proposals on the application of limited delegation of authority to the heads of office/mission for certain proceedings of the pre-disciplinary phase. These include the receipt of allegations or complaints, the decision to launch an investigation and the conduct of the investigation. The Advisory Committee recalls that the Redesign Panel recommended that the special representatives of the Secretary-General and heads of offices away from Headquarters be given greater delegation of authority to impose disciplinary sanctions, including dismissal (A/61/205, para. 27). The Secretary-General, however, proposes that the authority to be delegated to the heads of office/mission be limited to minor sanctions, such as censures and fines. The authority to impose more severe sanctions would remain with the Under-Secretary-General for Management.

55. **The Advisory Committee supports, in principle, the delegation of authority for disciplinary measures. However, it would appear from paragraphs 119 and 120 of the Secretary-General's report (A/62/294) that conditions are not yet ripe to implement the**

limited delegation of authority envisaged. In order for the General Assembly to take a fully informed decision, the Advisory Committee recommends that the Secretary-General be requested to submit a more detailed proposal regarding delegation of authority on disciplinary matters for the consideration of the Assembly at the second part of its resumed sixty-second session. The report should include more information on the criteria and modalities of the delegation of authority to the heads of office/mission. In his report, the Secretary-General should also specify safeguards for ensuring due process and that the rights of staff members are fully respected.

E. Internal Justice Council

56. The Redesign Panel proposed that a five-member Internal Justice Council be established, consisting of a staff representative, a management representative and two distinguished external jurists, one nominated by the staff and one by management, and chaired by another distinguished external jurist appointed by the Secretary-General after consultation with the other four members. It also proposed that the Council would be responsible for monitoring the formal justice system and for compiling a list of persons eligible to be appointed to each judicial position (A/61/205, para. 127). In its report on these proposals, the Advisory Committee raised concerns about the precise role the Council would play and the process that would be applied for the selection of its members (A/61/815, para. 48).

57. In the Secretary-General's report (A/62/294), the role of the Internal Justice Council appears to be restricted to the compilation of lists of candidates for the selection of judges. The Advisory Committee is of the view that the functions of the Council need to be further clarified, in particular, whether it will have any other role, such as monitoring and the oversight of the formal justice system.

F. Transitional measures

58. The Secretary-General's proposals for the transitional procedures that would apply to the formal system of justice during the period leading up to 1 January 2009, when the new system will come into effect, and to the cases filed under the current system of justice which are still open on that date, are detailed in paragraphs 147 to 152 of his report (ibid.). He indicates that these measures were endorsed by the participants at the Staff-Management Coordination Committee at its twenty-eighth session. **The Advisory Committee trusts that these procedures have been agreed upon by the other organizations that participate in the United Nations system of internal justice.**

59. The Secretary-General's proposals for additional resources for reducing the backlog during 2008 (A/61/891) are discussed in section III below.

G. Cost-sharing arrangements

60. Cost-sharing arrangements are outlined in paragraphs 160 to 163 of the Secretary-General's report (A/62/294). The costs of the system are to be shared among the peacekeeping operations, the funds and programmes and the United Nations Secretariat. The Advisory Committee notes that each organization's share will be determined on a headcount basis, reflected in the percentages set out in paragraph 161 of the report and the elements of the system in which it participates. The Advisory Committee was informed that that was consistent with cost-sharing formulas applied for other common services provided by the Secretariat to other entities of the United Nations system. In addition to the post of Ombudsman for the funds and programmes (D-2), the regional office in Dakar would primarily serve the staff of the funds and programmes, and would be funded primarily by those entities (ibid., para. 162). The Advisory Committee was further informed that consultations between the United Nations Secretariat and the funds and programmes had begun in the summer of 2007. **The Advisory Committee points out that any agreements made in this context would also have to be approved by the governing boards of the participating organizations. It recommends that the Secretary-General report on the**

status of such arrangements to the General Assembly. Consistent with its recommendation for a gradual approach to the implementation of the system, it recommends that the post of Ombudsman for the funds and programmes be approved at the D-1 instead of the D-2 level.

H. Non-post resources

61. The cost-estimates for the system of internal justice for the year 2009 arising from the Secretary-General's proposals contained in his report (A/62/294) total $16,644,000, as shown in table 11 below. Of this amount, $11,929,000 is for non-post resources. The Advisory Committee was informed that the estimates included non-recurrent costs in the amount of $7,551,100 and costs for the operations of the new system of internal justice for one year (see table 2 above).

Table 11

Resources requirements for 2009

(United States dollars)

	2009
Total posts	**4 715 000**
Non-post resources	
General temporary assistance	886 000
Non-staff compensation	2 438 700
Consultants	346 900
Travel of staff	185 000
Contractual services	3 470 000
General operating expenses	2 859 700
Supplies and materials	40 000
Furniture and equipment	918 300
Other	784 400
Total non-post resources	**11 929 000**
Total	**16 644 000**

62. Non-recurrent resources requested for the biennium 2008–2009 include one-time requirements such as: (*a*) furniture and equipment ($918,300) for additional staff; (*b*) general temporary assistance ($886,000) and contractual services ($1,855,500) for preparatory work, such as the drafting of the new rules and administrative issuances, establishment of guidelines for the implementation of the system, finalization and translation of a new handbook and the design, development and delivery of a new training programme at Headquarters, the offices away from Headquarters and field missions; and (*c*) contractual services ($1,614,500) for the translation of documents and judgements and provision of conference services for the United Nations Appeals Tribunal and the United Nations Dispute Tribunal hearings in New York.

63. Recurrent costs for the maintenance of the system include, inter alia, requirements under general operating expenses ($2,859,700) for the rental and maintenance of premises for the additional staff proposed for the new system and non-staff compensation ($2,438,700) for judges, including provisions of $2,186,700 for salaries and allowances equivalent to the D-2 level for the nine judges of the United Nations Dispute Tribunal and $252,000 for the services of judges to render decisions on United Nations Appeals Tribunal cases using equivalent rates to those applied for the judges of the International Labour Organization Administrative Tribunal.

64. **The Advisory Committee notes that the estimates for non-post resources will be affected by the decisions made by the General Assembly on the scope of the new system of**

justice, the number of judges for the United Nations Dispute Tribunal and the level of their compensation, as well as the number and level of new posts to be established. The Advisory Committee requests that the estimates for non-post resources be adjusted to take into account its recommendations above and be provided separately to the Assembly for its consideration of the present report.

I. Conclusion

65. **The actions to be taken by the General Assembly in connection with implementation of the system of administration of justice are indicated in paragraphs 173 to 177 of the Secretary-General's report (ibid.).**

66. **The Advisory Committee's comments and recommendations on the Secretary-General's proposals for post and non-post resources are made in paragraphs 10, 15, 21, 22, 26, 27, 34, 37, 38, 39, 41, 48, 50 and 52 above. The Advisory Committee has recommended approval of a total of 33 new posts, under the budget section 1 (Overall policymaking, direction and coordination), as follows: 1 D-2, 2 D-1; 3 P-5; 5 P-4; 7 P-3; 3 P-2; 1 GS (PL); 9 GS (OL); 2 GS (LL).**

67. **The Advisory Committee requests that the Secretary-General's proposals for post and non-post resources be adjusted to take into account its recommendations and that the adjusted resource requirements be provided separately to the General Assembly for its consideration of the present report.**

III. Revised estimates relating to the proposed programme budget for the biennium 2008–2009 pursuant to General Assembly resolution 61/261

68. The report of the Secretary-General was submitted pursuant to paragraph 34 of resolution 61/261. It contains his proposals for additional resources requested for the last six months of the biennium 2006–2007 and the period from 1 January to 31 December 2008 for the implementation of that resolution, until the new system of internal justice is in place, on 1 January 2009. The Advisory Committee's observations and recommendations regarding the proposals for the biennium 2006–2007 are contained in its related report (A/61/936).

69. These reports are still to be reviewed by the General Assembly. Some of the requests of the Secretary-General, especially those related to 2007 may therefore have been overtaken by events, as may have the Advisory Committee's recommendations thereon. The Advisory Committee requests that information on additional expenditure incurred in 2007 related to clearing the backlog and other preparatory work related to the implementation of the new system of internal justice be provided to it in the context of the second performance report for the programme budget for the biennium 2006–2007.

70. The Secretary-General's requests for 2008 total some $6.8 million and are grouped under four main areas as follows:

(*a*) $3,353,700 for the clearing of the backlog and pending cases before January 2009;

(*b*) $468,900 for the preparatory work to facilitate the smooth and timely implementation of the new system;

(*c*) $1,278,000 for the immediate strengthening of the Office of the Ombudsman with the establishment of branch offices in Geneva, Nairobi and Vienna;

(*d*) $900,000 for the establishment of the Mediation Division in the Office of the Ombudsman.

71. The requests under subparagraphs (*c*) and (*d*) above, relating to new posts to be established in the Office of the Ombudsman, are addressed in section II of the present document. The

Advisory Committee will therefore limit its remarks below to the requests concerning the clearing of the backlog and the preparatory work for the implementation of the new system. The Advisory Committee was provided updated figures on the status of the backlogs of the Joint Appeals Boards, the Joint Disciplinary Committees, the Administrative Law Unit and United Nations Administrative Tribunal, which are provided in annex VI to the present document. Further details on workload and backlog information since 2004 are provided in the annex to the Advisory Committee's earlier report (A/61/936).

A. Clearing the backlog

72. A breakdown of the resources requested for the different stages of the process is provided in the table below.

(United States dollars)

	General temporary assistance	*Positions*	*Operating expenses, supplies and equipment*
Panel of Counsel	162 900	1 P-4 for 12 months	3 100
Joint Appeals Board and Joint Disciplinary Committee secretariat at Headquarters	194 700	1 P-3 for 12 months 1 GS (OL)	6 200
Joint Appeals Board and Joint Disciplinary Committee secretariat at Geneva	139 000	1 P-3 for 12 months	4 900
Administrative Law Unit	248 000	1 P-4 for 12 months 1 P-3 for 6 months	5 000
Executive Office of the Secretary-General	167 200	1 P-4 for 12 months	5 900
Secretariat of the United Nations Administrative Tribunal	512 600	1 P-3, 2 P-2; 2 GS (OL) for 12 months	29 500
Judges of the United Nations Administrative Tribunal	301 500	1 additional session – Remuneration for 135 cases	—
General Assembly and Economic and Social Council affairs and conference management	884 100		—

73. In its observations on the resources requested for the biennium 2006–2007 (ibid.), the Advisory Committee recognized the need to clear backlogs and to ensure that, while maintaining full due process standards, the new cases did not lead to a new backlog (see resolution 61/261, paras. 30 and 31). **The Advisory Committee recommends approval of the Secretary-General's requests for additional resources for: (*a*) the Panel of Counsel ($166,000); (*b*) the Joint Appeals Board and Joint Disciplinary Committee secretariat at Headquarters ($200,900); (*c*) the Joint Appeals Board and Joint Disciplinary Committee secretariat in Geneva ($143,900); (*d*) the Administrative Law Unit ($253,000); and (*e*) the Executive Office of the Secretary-General ($173,100).**

74. The Advisory Committee notes that general temporary assistance equivalent to five positions for a period of one year is requested by the secretariat of the United Nations Administrative Tribunal, more than doubling its existing capacity of four posts. **It considers that the need for this level of resources has not been adequately justified. It recommends that general temporary assistance equivalent to one P-3, one P-2 and 2 General Service (Other level) posts be approved for a 12-month period for the secretariat of the United Nations Administrative Tribunal.**

75. **The Advisory Committee recommends that the General Assembly request the Secretary-General to ensure that backlogs are eliminated during 2008 in anticipation of the implementation of the new system. It trusts that every effort will be made to utilize the additional resources granted for this purpose effectively (see also para. 73 above). The**

Advisory Committee intends to follow up this matter and requests that details on the additional expenditure incurred as well as the status of each backlog at the beginning and the end of the period, cases processed and the number of new cases processed be provided to the Advisory Committee in the context of the second performance report for the biennium 2008–2009.

76. Additional resources, in the amount of $884,100, are requested for the Department of General Assembly and Conference Management for editing, translation and text processing for the projected number of cases in 2008 (135) by 31 December 2008. It is indicated that the "permanent capacity of the Department would need to be supplemented with non-recurrent temporary assistance resources estimated in the amount of ... $884,100 for the biennium 2008–2009". **The Advisory Committee considers that it should be possible to identify some capacity for the absorption of one-time activities such as those envisaged in the Department's budget. It urges the Secretariat to make every effort to maximize utilization of existing resources for the processing of the additional United Nations Administrative Tribunal cases. Any additional expenditure should be reported in the second performance report on the programme budget for the biennium 2008–2009.**

B. Compensation of the judges of the United Nations Administrative Tribunal

77. Details on the caseload of the United Nations Administrative Tribunal that appear in table 3 of the Secretary-General's report (A/61/891) show an expected backlog of 135 cases at the end of 2007, an estimated 100 new cases to be filed in 2008 and some 135 cases to be disposed of during 2008, leaving a final backlog of 100 cases at the end of 2008, just before the new system of justice comes into effect. An update of the status of the backlog provided to the Advisory Committee shows that, as of 17 September 2007, 132 cases were pending and that the projected backlog for the end of 2007 stood at 137.

78. The United Nations Administrative Tribunal holds two five-week sessions per year and has over the past five years disposed of an average of 60 cases per year, or 30 per session. The Secretary-General's proposals would require the Tribunal to complete the processing of 135 cases in 2008. He proposes to increase the number of cases disposed of during each session to 50, by remunerating the judges to prepare their cases in advance of the session and to dispose of the 35 cases remaining by holding an additional (third) session of the Tribunal in 2008. Taking the International Labour Organization Administrative Tribunal as an example, he proposes a compensation of $1,000 per judgement drafted and $250 per judgement signed, with each judgement having to be signed by two members.

79. In this connection, the Advisory Committee recalls that the members of the Tribunal are currently not remunerated. The Advisory Committee also recalls that in its resolution 56/272 of 27 March 2002 the General Assembly decided, with effect from 6 April 2002, to set at a level of $1 per year all honorariums currently payable on an exceptional basis to the members of the International Law Commission, the International Narcotics Control Board, the United Nations Administrative Tribunal, the Human Rights Committee, the Committee on the Elimination of Discrimination against Women and the Committee on the Rights of the Child. The Assembly reiterated this position in paragraph 42 of its resolution 59/283.

80. **The Advisory Committee notes the Secretary-General's proposals for accelerating the pace at which the Tribunal disposes of cases and to reduce the backlog before the new system of internal justice comes into effect on 1 January 2009, which includes: (*a*) an additional session of the Tribunal; and (*b*) compensation of judges. Based on the projected caseload, the Advisory Committee concurs with the Secretary-General's request to hold an additional session of the United Nations Administrative Tribunal in 2008. The question of the compensation of judges is a matter for the Assembly to decide upon.**

C. Resource requirements to facilitate the smooth and timely implementation of the new system

81. Additional resources in the amount of $451,200 are requested for general temporary assistance equivalent to one D-2, one P-3 and one General Service (Other level) posts for the duration of 2008 and $17,700 for the related operational costs. The Secretary-General indicates that the main tasks to be accomplished are the establishment and staffing of the various components of the new system of internal justice: the Office of Administration of Justice; the Registry for the United Nations Dispute Tribunal and the United Nations Appeals Tribunal; the Office of Staff Legal Assistance; and the strengthening of the Office of the Ombudsman. The incumbent of the post of Director would also provide the necessary project leadership and act as principal interlocutor with Member States, senior management and staff on all aspects of the new system.

82. Given the timing of the present report (see para. 69 above) and assuming that the Secretary-General's proposals will be approved by the General Assembly, the Advisory Committee considers that it is unlikely that the Secretary-General will be able to recruit and fill the temporary position of Senior Manager at the D-2 level by 1 January 2008. The Advisory Committee is of the opinion that it would be more realistic to plan for the recruitment of the Executive Director of the Office of Administration of Justice by 1 July 2008 to carry out the preparatory work for the smooth transition to the new system in the remaining six months of 2008. **It therefore recommends that the post of the Executive Director of the Office of Administration of Justice be approved from 1 July 2008, at the D-2 level, in accordance with its recommendation in paragraph 38 above. It recommends acceptance of the general temporary assistance positions of one P-3 and 1 General Service (Other level) from 1 January 2008.**

D. Conclusion

83. **The actions to be taken by the General Assembly in connection with the revised estimates under the programme budget for the biennium 2008-2009 pursuant to its resolution 61/261 are indicated in paragraph 55 (*d*) of the report of the Secretary-General (A/61/891). The Advisory Committee's recommendations are contained in paragraphs 73, 74, 76, 80 and 82 above. It requests that the resource requirements be adjusted to take into account the above recommendations and that the adjusted resource requirements be provided separately to the Assembly during its consideration of the present report.**

Documentation

- Report of the Secretary-General on revised estimates relating to the programme budget for the biennium 2006-2007 and the proposed programme budget for the biennium 2008-2009 pursuant to General Assembly resolution 61/261 (A/61/891)
- Report of the Secretary-General on the administration of justice (A/62/294)
- Report of the Secretary-General on the activities of the Ombudsman (A/62/311)
- Note by the Secretary-General on the report of the Redesign Panel on the United Nations system of administration of justice (A/61/758)
- Report of the Redesign Panel on the United Nations system of administration of justice (A/61/205)
- General Assembly resolutions 59/283 and 61/261
- Report on the seventh special session of the Staff Management Coordination Committee held at Nairobi from 29 January to 6 February 2007 (SMCC/SS-VII/2007)

Annex I

List of further reports requested by the General Assembly in paragraph 32 of its resolution 61/261

(*a*) In-depth analysis regarding the scope of persons who might be covered by the new system of administration of justice;

(*b*) Proposals on the nomination and selection process for the Ombudsmen and judges, taking into account the recommendations of the Advisory Committee on Administrative and Budgetary Questions, as set out in paragraphs 30 and 48 of its report in document A/61/815;

(*c*) Revised terms of reference for the Ombudsman, taking into account the proposed changes and suggested locations;

(*d*) Detailed proposals for the strengthening of an office of staff legal assistance, including information on practices in the governmental and intergovernmental sectors;

(*e*) Detailed and objective criteria for determining which peacekeeping operations and special political missions should have elements of the system of administration of justice within their post structures;

(*f*) Outcome of the Staff-Management Coordination Committee working group on disciplinary proceedings, including on the recommendations of the Redesign Panel on peacekeeping operations;

(*g*) Arrangements for the members of the United Nations Administrative Tribunal whose terms of office are affected by the implementation of the new system;

(*h*) Proposals for registries for the United Nations Dispute Tribunal and its interim rules;

(*i*) Proposal for management evaluation, taking into account the recommendations of the Advisory Committee, as set out in paragraphs 32 to 40 of its report in document A/61/815.;

(*j*) Detailed information on the relationship and cost-sharing arrangements with the funds and programmes and underlying cost parameters, taking into consideration the comments of the Advisory Committee;

(*k*) Comparison of the cost of the current Joint Appeals Board/Joint Disciplinary Committee/United Nations Administrative Tribunal system and the proposed United Nations Dispute Tribunal/United Nations Appeals Tribunal system.

Annex II

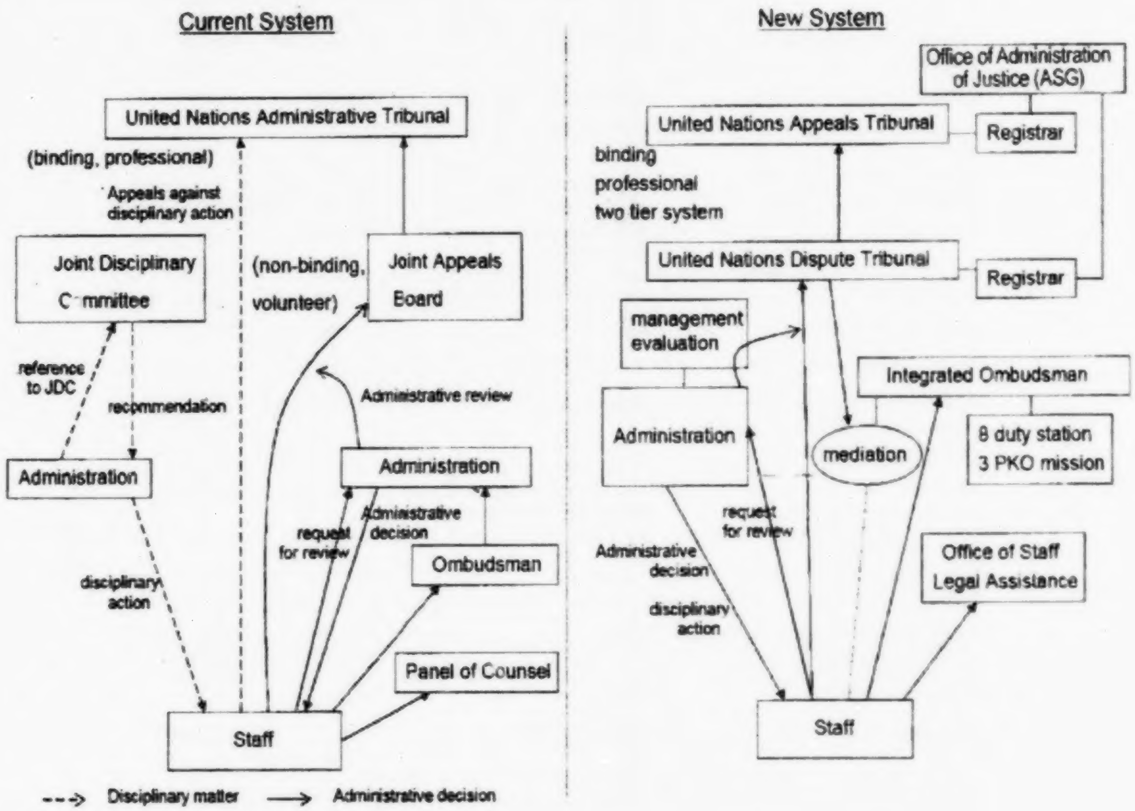
Comparison of the timeline of the appeals process in the existing and the proposed systems

Action	*Current system*	*New system (estimates)*
Staff member files request for administrative review/management evaluation	Within 60 days of notification of administrative decision	Within 60 days of notification of administrative decision
Letter on outcome of administrative review/management evaluation sent to staff member	30/60 days (depending on location of staff member)	45 days
Staff member files with Joint Appeals Board/United Nations Dispute Tribunal	Within 30 days of response from Secretary-General on administrative review or from expiry of deadline	Within 30 days of response from Secretary-General on management evaluation
Respondent replies	2 months (+1 month extension)	60 days
Further pleadings by staff	2 weeks	21 days[a]
Further pleadings by management	2 weeks	21 days[a]
Joint Appeals Board/United Nations Dispute Tribunal considers the case and issues report/decision	Not specified	Not specified
Secretary-General takes decision on Joint Appeals Board report	Within 1 month after Joint Appeals Board has forwarded report	30 days
Secretary-General implements United Nations Dispute Tribunal decision		
Appeal is filed with United Nations Administrative Tribunal	90 days	Within 60 days of United Nations Dispute Tribunal decision
Answer cross-appeal	3 months (+ extensions)	60 days
Subsequent filings	30 days for each side	To be fixed by United Nations Appeals Tribunal
United Nations Administrative Tribunal issues decision	Not specified	Not specified
Total	**On average, 3 to 5 years**	**Approximately 16 months** (assuming 30 days for all stages where the deadline is not specified)

[a] Timing recommended by the Redesign Panel.

Annex III

United Nations internal justice system



Annex IV

Distribution of posts requested for the new system of internal justice by office and function, across duty stations

Office of Administration of Justice/Registries	*Office of the Ombudsman*	*Office of Staff Legal Assistance*	*Management evaluation*
New York			
1 ASG Executive Director	1 ASG Ombudsman	1 D-1 Director	1 D-1 Chief of Unit
1 D-1 Principal Registrar (UNDT)[a]	1 D-1 Principal Officer	1 P-5 Senior Staff Counsel	1 P-5 Legal Officer
1 D-1 Principal Registrar (UNAT)[b]	1 D-1 Coordinating Mediator	1 P-3 Staff Counsel	4 P-4 Legal Officers
1 P-5 Special Assistant	2 P-5 Mediators	1 P-2 Staff Counsel	3 GS (OL) Administrative Assistants
1 P-4 Legal Officer (UNAT)	2 P-4 Legal Officers	3 GS (OL) Legal Assistants	
1 P-4 Legal Research Officer (UNDT)	1 P-3 Legal Officer		
1 P-4 Information Technology Officer (UNDT)	1 GS (PL) Administrative Assistant		
1 P-3 Legal Research Officer (UNDT)	5 GS (OL) Administrative Assistants		
2 P-2 Legal Officers (UNAT)			
1 GS (OL) Information Technology Assistant (UNDT)			
7 GS (OL) Administrative Assistants			
Geneva			
1 P-5 Registrar	1 D-1 Regional Ombudsman	1 P-4 Regional Coordinating Counsel	1 P-4 Legal Officer
1 P-4 Legal Research Officer	1 P-3 Case Officer		
1 P-3 Legal Research Officer	1 GS (OL) Administrative Assistant	1 GS (OL) Legal Assistant	
2 GS (OL) Legal Assistants			
Nairobi			
1 P-5 Registrar	1 D-1 Regional Ombudsman	1 P-4 Regional Coordinating Counsel	1 P-4 Legal Officer
1 P-4 Legal Research Officer	1 P-3 Case Officer		
1 P-3 Legal Research Officer	1 GS (LL) Administrative Assistant	1 GS (LL) Legal Assistant	
2 GS (LL) Legal Assistants			
Vienna			
	1 P-5 Deputy Regional Ombudsman	1 P-3 Regional Coordinating Counsel	1 P-3 Legal Officer
	1 GS (OL) Administrative Assistant	1 GS (OL) Legal Assistant	
Addis Ababa			
	1 P-5 Deputy Regional Ombudsman	1 P-3 Regional Coordinating Counsel	1 P-3 Legal Officer
	1 GS (LL) Administrative Assistant	1 GS (LL) Legal Assistant	
Bangkok			
	1 D-1 Regional Ombudsman	1 P-3 Regional Coordinating Counsel	1 P-3 Legal Officer
	1 P-3 Case Officer		
		1 GS (LL) Administrative Assistant	1 GS (LL) Legal Assistant
Santiago			
	1 D-1 Regional Ombudsman	1 P-3 Regional Coordinating Counsel	1 P-3 Legal Officer
	1 P-3 Case Officer		
	1 GS (LL) Administrative Assistant	1 GS (LL) Legal Assistant	
Beirut			
	1 D-1 Regional Ombudsman	1 P-3 Regional Coordinating Counsel	1 P-3 Legal Officer
	1 P-3 Case Officer		
	1 GS (LL) Administrative Assistant	1 GS (LL) Legal Assistant	

[a] United Nations Dispute Tribunal.

[b] United Nations Appeals Tribunal.

Annex V

Proposed disciplinary process with the estimated time limits for each stage

Process	*Responsible office and actions at Headquarters*	*Responsible office and actions away from Headquarters*
Reporting of incident [There are no time limits for the reporting of misconduct by victims or witnesses Reports should be reviewed within 2 weeks][a]	Incidents of possible misconduct are reported to the Head of Department/Office or the Office of Internal Oversight Services (OIOS), who reviews the information and determines whether there are sufficient grounds to conduct an investigation	Same as for Headquarters
Conduct of investigation [Within 1–6 months, depending on the complexity of the matter][a]	Depending on the subject matter and complexity of the investigation, the investigation will be conducted by OIOS or other investigative entity (Department of Safety and Security; panel appointed by a programme manager; or by the Office of Human Resources Management)	The investigation will be conducted by OIOS or other investigative entity appointed by the Head of the offices away from Headquarters (OAH) or Special Representative of the Secretary-General/Head of Mission
Placement on special leave pending the completion of the investigation	The Head of Department/Office can recommend placement on administrative leave with pay pending investigation, where appropriate. The decision is taken by the ASG/Office of Human Resources Management	In appropriate cases, the Head of office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission may place a staff member on administrative leave with pay for up to 15 days. Approval of the ASG/Office of Human Resources Management is required for administrative leave in excess of 15 days
	OIOS or other investigating entity prepares the investigation report (containing findings concerning alleged irregularities, violations, or improper conduct), which is transmitted to the Head of Department/Office	OIOS or other investigating entity prepares the investigation report (containing findings concerning alleged irregularities, violations, or improper conduct), which is transmitted to the Head of the office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission
Review of investigation report [Within 3 weeks of receipt of report and supporting documentation][a]	Where the Head of Department/Office or the Under-Secretary-General of OIOS (or their designee) believes there are grounds to indicate that misconduct has occurred for which disciplinary measures may be imposed, he or she will transmit the report to the ASG/Office of Human Resources Management for possible disciplinary action and may recommend placing the staff member on administrative leave, where appropriate and if not done so already	(The delegation of authority described from this box to the last box is subject to necessary capacity being in place) Head of the office away from Headquarters or Special Representative of the Secretary-General/Head of Mission analyses the investigation report with advice of a Legal Officer who, where appropriate, will be out-posted by the Department of Management/Office of Human Resources Management (the "Legal Officer").
	Where the Head of Department/Office finds that no grounds for disciplinary action exist, he or she will close the case and may impose an appropriate administrative measure, after prior notification to OIOS of the proposed course of action, where appropriate	Where the Head of the office away from headquarters or the Special Representative of the Secretary-General/Head of Mission finds that no grounds for disciplinary action exist, he or she will close the case and may impose an appropriate administrative measure, after prior notification to OIOS of the proposed course of action, where appropriate
	The staff member will be notified in writing of the outcome of the investigation	The staff member will be notified in writing of the outcome of the investigation

Process	*Responsible office and actions at Headquarters*	*Responsible office and actions away from Headquarters*
Decision on charging staff member [Within 3 weeks of receipt of report and supporting documentation The staff member is given 2 weeks to provide comments on the charges of misconduct, which is subject to extension for justifiable reasons]a	The Office of Human Resources Management analyses the investigation report and, where supported by evidence, issues charges of misconduct to the staff member; informs him/her of due process rights and requests his/her comments Where the ASG/Office of Human Resources Management finds that no grounds for disciplinary action exist, he/she may also decide that the case be closed and/or that administrative measures be imposed	The Head of the office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission, with the advice of the Legal Officer, analyses the investigation report and, where supported by the evidence, issues charges of misconduct to the staff member; advises the staff member of his/her due process rights and requests his/her comments Where the Head of the office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission finds that no grounds for disciplinary action exist, he/she may also decide that the case be closed and/or that administrative measures be imposed
Placement on administrative leave with or without pay	The ASG/Office of Human Resources Management may place a staff member on administrative leave with pay, normally for a period not to exceed 3 months or until completion of disciplinary process. Where administrative leave without pay is deemed appropriate, approval by the USG/Department of Management must be obtained	The Head of the office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission may place a staff member on administrative leave with pay for up to 15 days. Approval of the ASG/Office of Human Resources Management is required for administrative leave in excess of 15 days
Review of the staff member's comments [Within 3 weeks of receipt of the staff member's comments and any required additional information]a	The ASG/Office of Human Resources Management analyses the staff member's comments and any additional evidence	As per above, the Head of the office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission, with the advice of the Legal Officer, analyses the staff member's comments and any additional evidence. The Legal Officer recommends action to the Head of the office away from Headquarters or the Special Representative of the Secretary-General/Head of Mission, after consultation with counsel representing the staff member
Decision on disciplinary measures [Within 3 weeks]a	The USG/Department of Management, acting on behalf of the Secretary-General, will decide to: – Close the case, if a satisfactory explanation is provided by the staff member – Take administrative action – Impose appropriate disciplinary measure(s), which may include summary dismissal Decisions to summarily dismiss require the prior advice of the Office of Legal Affairs	The Special Representative of the Secretary-General/Head of Mission/office away from Headquarters, following advice of the Legal Officer, will decide to: – Close the case, if a satisfactory explanation is provided by the staff member – Take administrative action – Impose disciplinary measures of censure and/or fine – Where more serious disciplinary measures are warranted, refer the case to the USG/Department of Management, through the Office of Human Resources Management Decisions to summarily dismiss require the prior advice of the Office of Legal Affairs.
Recourse by staff member [A staff member may initiate appeals procedures within 60 days of notification of the decision]a	A staff member has the right to appeal any decision to impose a disciplinary measure, first to the United Nations Dispute Tribunal and thereafter to the United Nations Appeals Tribunal	Same as for Headquarters

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[a] All times are estimated and completion of each stage depends on the complexity of the case and the need for consultation and/or additional information.

Annex VI

Workload information

A. Updated figures for backlogs

		Pending cases	*Projected backlog at the end of 2007*
Joint Appeals Board, Headquarters	As of 17 September 2007:	114	123
Joint Appeals Board, Geneva		28	25[a]
Joint Disciplinary Committees, Headquarters		25	25
Joint Disciplinary Committees, Geneva		9	5
Administrative Law Unit			
Respondents replies	As of 31 August 2007:	16	17
Disciplinary cases		76	81
United Nations Administrative Tribunal	As of 10 September 2007:	132	137

[a] The Committee was informed that there was a strong possibility there would be a number of additional appeals arising out of the outposting exercise currently being undertaken at the United Nations High Commissioner for Refugees, which involved up to 130 staff members.

B. Number and types of cases processed by the Panel of Counsel

Issue	*2003*	*Percentage*	*2004*	*Percentage*	*2005*	*Percentage*	*2006*	*Percentage*
Disciplinary	23	10.9	37	16.5	39	14.7	62	21.1
Suspension of action	12	5.7	6	2.7	20	7.5	23	7.8
Discrimination	9	4.3	6	2.7	3	1.1	—	—
Harassment	25	11.8	15	6.7	20	7.5	28	9.5
Performance	12	5.7	12	5.4	16	6.0	14	4.8
Classification	6	2.8	7	3.1	6	2.3	4	1.4
Fixed-term contract	26	12.3	25	11.2	30	11.3	43	14.6
Assignment	15	7.1	21	9.4	16	6.0	13	4.4
Promotion	20	9.5	32	14.3	35	13.2	32	10.9
Entitlements	17	8.1	25	11.2	13	4.9	14	4.8
Abolition of post	—	—	—	—	12	4.5	5	1.7
Termination	17	8.1	26	11.6	18	6.8	8	2.7
Medical	13	6.2	2	0.9	—	—	16	5.4
Pension	3	1.4	5	2.2	7	2.6	5	1.7
Other	13	6.2	5	2.2	31	11.7	27	9.2
Total	**211**		**224**		**266**		**294**	

C. Number and types of cases processed by the Office of the Ombudsman

Issue	*Number of closed cases*	*Percentage*
Interpersonal	441	19
Standards of conduct	233	10
Promotion/career	674	28
Separation/termination	314	13
Conditions of service	237	10
Entitlements	262	11
Other	195	8
Referral	23	1
Total	**2 379**	**100**

Document A/62/7/Add.8

Ninth report

Supplementary agreement between the United Nations and the Carnegie Foundation concerning the use of the Peace Palace at The Hague

[Original: English]
[31 October 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the supplementary agreement between the United Nations and the Carnegie Foundation for the use of the Peace Palace by the International Court of Justice, at The Hague (A/62/496). The report of the Secretary-General proposes amendments to the supplementary agreement which are submitted for the approval of the General Assembly.

2. As explained in paragraph 6 of the report, the proposed amendment to article II of the supplementary agreement, which establishes the annual contribution payable by the United Nations to the Carnegie Foundation for premises occupied by the Court in the Peace Palace, is based on the recently concluded negotiations between the two organizations. As a result, the annual contribution of the United Nations to the Carnegie Foundation for premises occupied by the Court in the Peace Palace would be fixed at €1,152,218 net, i.e., a 13 per cent increase over the 2005 annual contribution.

3. The proposed change in the contribution reflects an increase in the cost of security operations, cleaning and utilities, compared to the inflation adjustments that have been applied to the annual contribution since its revision in 1997. The base amount will continue to be subject to annual increases relating only to inflation, and will be reviewed after a period of five years from the date of commencement (ibid., para. 7).

4. The proposed amendments to article IV of the supplementary agreement are outlined in paragraph 8 of the report. The Advisory Committee was informed that the proposed amendments would define clearly the allocation of space occupied by the International Court of Justice, as well as procedures for modification of such space.

5. The Advisory Committee notes that, as part of the negotiations between the United Nations and the Carnegie Foundation, and given the lapse of time between the proposed date of the five-year review in 2002 to the conclusion of the negotiations, both parties agreed that the new agreement would take effect from 1 July 2006 (ibid., para. 10). **The Advisory Committee welcomes the agreement arrived at as a result of the negotiations between the United Nations and the Carnegie Foundation.**

6. Additional requirements amounting to $US 251,200 for the biennium 2006–2007 would result from the revised annual contribution by the United Nations to the Carnegie Foundation for the use of the Peace Palace by the International Court of Justice. They would be reflected in the second performance report for the programme budget for the biennium 2006–2007. With regard to the biennium 2008–2009, the Secretary-General indicates that the financial implications arising from the amendments, estimated at $552,000, would be considered in the context of the recosting of the proposed programme budget for the biennium 2008–2009 prior to determination of the initial appropriations to be approved by the General Assembly in December 2007.

7. **The Advisory Committee recommends that the General Assembly approve the course of action proposed by the Secretary-General in paragraphs 12 (*a*), (*b*) and (*c*) of his report (A/62/496).**

Document A/62/7/Add.9

Tenth report

Construction of additional conference facilities at the Vienna International Centre

[Original: English]
[1 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the construction of additional conference facilities at the Vienna International Centre (A/62/358). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. The report of the Secretary-General provides updated information on the status of the construction of additional conference facilities at the Vienna International Centre and on the progress made since the issuance of the previous report of the Secretary-General (A/61/166).

3. In paragraph 3 of the current report (A/62/358), information is provided on the status of implementation of the project. Completion of construction is now expected by the end of 2007, with the installation of technical equipment being completed by mid-2008, and it is envisaged that the four organizations based at the Vienna International Centre (the International Atomic Energy Agency (IAEA), the United Nations Industrial Development Organization (UNIDO), the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO) and the United Nations Office at Vienna (UNOV)) will begin to move into the new M building in September and October 2008, with full occupancy tentatively planned for 1 January 2009. Upon enquiry, the Advisory Committee was informed that the project was being implemented on schedule.

4. As indicated in paragraph 4 of the report, IAEA, UNIDO, CTBTO and UNOV would collectively contribute €2.5 million for the construction of additional conference facilities. The United Nations share of that contribution would be covered by a provision of $US 117,700 included in the proposed programme budget for the biennium 2008–2009 under section 32 (Construction, alteration, improvement and major maintenance) (A/62/6 (Sect. 32)).

5. **The Advisory Committee welcomes the inclusion in the report of the Secretary-General of information on asbestos removal, as it recommended (A/61/361, para. 5).** The Secretary-General indicates that the overall implementation rate of the asbestos removal was 50 per cent, reflecting the completion of work in four of the six towers (A, B, D and E) of the Vienna International Centre, which contain mostly offices. Asbestos removal work in the towers that accommodate joint and common services (F and G) will commence late in 2007 and continue into 2009. The asbestos removal for the building that houses primarily conference facilities and related services is scheduled to commence during the biennium 2008–2009. Accordingly, the total project plan is expected to be completed by mid-2011.

6. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General on the construction of additional conference facilities at the Vienna International Centre (A/62/358).**

Document A/62/7/Add.10

Eleventh report

Section 13 (International Trade Centre UNCTAD/WTO)

[Original: English]
[6 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the proposed programme budget for the International Trade Centre UNCTAD/WTO (ITC) for the biennium 2008–2009 (A/62/6 (Sect. 13)/Add.1). During its consideration of the report, the Advisory Committee met with the Executive Director and other representatives of ITC through videoconference and with representatives of the Secretary-General at Headquarters.

2. Pursuant to General Assembly resolution 59/276 of 23 December 2004, a simplified budget fascicle was submitted in document A/62/6 (Sect. 13) with a preliminary estimate to accommodate the programme of activities of ITC for the biennium 2008–2009. In its first report on the proposed programme budget for the biennium 2008–2009, the Advisory Committee recommended that, without prejudice to its consideration of the final submission of the detailed proposed programme budget for ITC, the General Assembly take note of the resources proposed in the preliminary budget estimate, including the request for three new Professional posts (1 P-4 and 2 P-2), the reclassification of a P-2 post to the P-4 level and the abolition of two General Service posts (A/62/7 and Corr.1, para. IV.31).

3. Information on the estimated requirements and projected income of ITC for the biennium 2008–2009 is provided in table 13.2 of the budget document (A/62/6 (Sect. 13)/Add.1). The budget is to be financed equally by the United Nations and the World Trade Organization, the two parent organizations of ITC. The Advisory Committee notes from the table that the requirements for the biennium are estimated at SwF 68,680,900, before recosting, representing an increase of SwF 311,500, or 0.4 per cent, compared with the appropriation for the biennium 2006–2007. The increase is due mainly to the proposed creation of four Professional posts and one reclassification (see para. 5 below). Miscellaneous income for the biennium is projected at SwF 700,000, an increase of SwF 230,000 in comparison with the estimate of SwF 470,000 for the current biennium. As indicated in paragraph 13.15 of the budget document, the estimated contribution from each parent organization for the biennium 2008–2009 would be SwF 34,526,200, after recosting, or $US 28,771,800 at the United Nations operational exchange rate for September 2007 of SwF 1.20 to $ 1.00.

4. The Advisory Committee was informed of increases in estimated extrabudgetary resources that would complement provisions under the regular budget and enable ITC to implement technical cooperation projects. The requirements for the biennium 2008–2009 under the regular budget are estimated at SwF 69,752,200, after recosting, and extrabudgetary resources are estimated at SwF 96 million. Extrabudgetary expenditure for the biennium 2004–2005 was SwF 64,491,600, and the appropriation for the biennium 2006–2007 is SwF 80,418,200. As paragraphs 13.7 and 13.35 of the budget indicate, financial resources for trade-related technical assistance have increased exponentially, and the Centre has been identified as an important recipient of trade-related technical assistance by donors. As ITC will play a central role in delivering aid for trade, it will receive a larger volume of extrabudgetary funds in the biennium 2008–2009. Annual expenditure on technical assistance by ITC increased by 118 per cent between 2000 and 2006, compared with corresponding growth of regular budget expenditures by 17.3 per cent during the same period.

5. Post requirements for the biennium 2008–2009 are described in paragraphs 13.13, 13.33 and tables 13.3 and 13.5 of the budget document. The proposals contained in paragraph 13.13 regarding the creation of four Professional posts (1 P-4 and 3 P-2), the redeployment and

reclassification of one P-2 post to the P-4 level and the abolition of three General Service posts are as follows:

(*a*) The establishment of a P-4 post for a Senior Results-based Management and Evaluation Officer (Office of the Executive Director) to design and implement processes to monitor and report results and performance at the organizational level and support managers and staff;

(*b*) The establishment of a P-2 post for an Information Systems Developer (Division of Product and Market Development) to ensure that the trade information section has the resources and skills to develop and maintain new web-based information management tools;

(*c*) The establishment of a P-2 post for a Trade Information Officer (Division of Product and Market Development) to support trade information research and content development and to reinforce the capacity for an enquiry reply service;

(*d*) The establishment of a P-2 post for a Human Resources Officer (Division of Programme Support) to strengthen the capacity to review and develop human resources management approaches and provide coaching for improved productivity and performance within the results-based management context;

(*e*) The redeployment and reclassification of a P-2 post to the P-4 level for a Web Editor (from the Division of Programme Support to the Office of the Executive Director) to strengthen the Centre's communications function at the strategic level;

(*f*) The abolition of three General Service posts (2 in the Division of Product Market Development and 1 in the Division of Programme Support) that are no longer required as the functions of the posts have changed due to the increased use of digital information sources.

6. **The Advisory Committee recommends acceptance of the proposals outlined in subparagraphs (*b*) to (*f*) of paragraph 5 above for the reasons outlined by the Secretary-General in his report. With regard to the proposal for a new P-4 post outlined in paragraph 13.13 (*a*) of the report, the Advisory Committee is of the opinion that this function should be viewed as a collective effort of all departments concerned (see also para. 8 below) and, as such, it is not convinced that the addition of such a post is required or would provide commensurate value.**

7. The requirements for non-post resources for the biennium 2008–2009 are estimated at SwF 16,102,700, before recosting, the same level as the appropriation for the biennium 2006–2007. The increase in requirements for other staff costs, training, furniture and equipment would be offset by a decrease in requirements for general operating expenses and for supplies and materials, as shown in paragraph 13.14 of the budget document.

8. The Advisory Committee notes from paragraph 13.25 of the budget document that ITC has started a change management process, following the findings of a comprehensive external evaluation and recommendations by the Office of Internal Oversight Services of the Secretariat. A major part of this process is the implementation of results-based management. The Advisory Committee was informed that the Centre's move to results-based management and results-based budgeting was a work in progress and that ITC intended to achieve significant improvement in that regard in the presentation of the next biennial budget. **The Advisory Committee recommends that, in the process of adopting results-based management and results-based budgeting, ITC draw on the experience of and lessons learned by other organizations of the United Nations system.**

9. Upon enquiry, the Advisory Committee was informed that the Centre's customer relationship management and enterprise content management systems would be complementary to and fully integrated with the future United Nations enterprise resource planning system. The Advisory Committee was also informed that ITC had initiated discussions with the United Nations Office at Geneva on the inclusion of those services in the Memorandum of Understanding between ITC and the United Nations Office at Geneva and that, in pursuing its investment in the

systems, ITC would align itself with the United Nations approach and services to the fullest extent possible. The Advisory Committee intends to follow this up in the context of the report of the Secretary-General on the preparation for the enterprise resource planning system.

10. The Advisory Committee recalls that the new budget procedures introduced by General Assembly resolution 59/276 require ITC to continue to prepare two budget fascicles with the same financial and substantive information in different formats for submission to the United Nations and the World Trade Organization. The Centre should endeavour to harmonize the two documents in consultation with the United Nations and World Trade Organization secretariats. In its report on the biennial budget of ITC (A/60/7/Add.1–42, document A/60/7/Add.16, para. 12), the Advisory Committee requested that information on further efforts made and progress achieved in harmonization should be reported in the context of the next budget submission, along with an evaluation of how the new procedures are working and how they have simplified and streamlined the budget presentation procedures. ITC reported, in table 13.6 of the budget document submitted by the Secretary-General, that the new procedures had reduced the amount of work and duplication during the budget presentation process. Opportunities for further harmonization will be examined during the biennium 2008–2009 in the context of the ITC change management process.

11. **The Advisory Committee recommends that the General Assembly approve the proposed budget under section 13 (International Trade Centre UNCTAD/WTO) of the proposed programme budget for the biennium 2008–2009, subject to the recommendations outlined in paragraph 6 above.**

Document A/62/7/Add.11

Twelfth report

Construction of additional office facilities at the Economic Commission for Africa in Addis Ababa

[Original: English]
[6 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the construction of additional office facilities at the Economic Commission for Africa (ECA) in Addis Ababa (A/62/487). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarifications.

2. The report of the Secretary-General was submitted pursuant to General Assembly resolution 56/270 of 27 March 2002, in which the Assembly, inter alia, requested the Secretary-General to report on an annual basis on progress made in the construction of additional office facilities at ECA. The Advisory Committee notes that the report contains an update on actions taken to implement the project since the Secretary-General's previous report (A/61/158).

3. In its resolutions 56/270 of 27 March 2002 and 60/248 of 23 December 2005, the General Assembly approved the construction of additional office facilities (plus two additional floors) at the headquarters of ECA at a total estimated project cost of $US 11,383,300. The Secretary-General indicated that, as a result of the approval of the two additional floors, the project design had to be revised to address a number of issues, such as the positioning of the elevators and the electrical circuitry in the structure. Other associated changes entailed cost escalation and required amendments to the initial contract with the international architect. The amendments to the contract with the international architect were signed on 13 June 2007 and the architect submitted the final drawings to ECA at the end of August 2007. According to the Secretary-General, owing to the amendments to the contract with the international architect and the delay in the design work, the original project schedule has had to be revised. The project is now expected to be completed in August 2010 instead of October 2009.

4. The Secretary-General indicated that, owing to the delays in the project design phase, the additional requirements relating to ensuring safety and security and the unforeseen construction components that have become necessary for the new office facilities, it is anticipated that the total cost of the project would amount to $14,333,100, i.e., an additional $2,949,800 over the approved budget of $11,383,300. The Advisory Committee notes that out of the total amount of $2,949,800, a provision of $1,100,000 for the information and technology network and telephone equipment, has been included in the proposed programme budget for the biennium 2008–2009 (A/62/6 (Sect. 32)). Thus, the report of the Secretary-General contains a request for funding the balance of $1,849,800 (net of staff assessment) of the additional requirements.

5. As indicated in table 3 of the report (A/62/487), the additional funding requested in the report is proposed for the following:

Safety and security		$759 800
Internal access roads		$130 000
Parking and landscaping		$660 000
Generators and generator house		$300 000
	Total	**$1 849 800**

6. Information on the estimated requirements of $759,800 for safety and security is contained in paragraphs 8 and 9 of the report. The security requirements had not been sought earlier while ECA was revising the design. The Secretary-General indicated that, upon finalization of the design and following an assessment of the threat level and the security arrangements required during the construction phase, it was identified that, as of 2008, additional resources will be required. He also indicated that the security staff currently authorized at ECA are fully engaged in covering existing assignments. The Secretary-General estimates that 25 additional security officers will be required to provide effective security services to the construction areas and to other areas of the complex in which the work and activities of the United Nations will continue to be performed. The Advisory Committee was informed that the additional security officers would be recruited locally, should the General Assembly approve the required funding.

7. The estimated requirements of $130,000 for internal access roads are explained in paragraph 12 (*a*) of the Secretary-General's report. As stated therein, at the time of the project's conception, no internal access road was considered necessary because the initial location of the building was inside the existing compound and it was uncertain at that time whether additional land would be granted by the host Government. With the subsequent allocation of additional land and the completion of the design, it has become necessary to build internal access roads at an estimated cost of $130,000.

8. The Advisory Committee notes that ECA collaborates with the local authorities on the construction of an alternative public access road. It also notes that while the Addis Ababa municipality remains positive as to the timely construction of the road, no progress has been made to date. The Secretary-General indicated that, in the event that ECA will have to construct the access road, additional costs for the United Nations will have to be incurred. The Advisory Committee was informed that while the Host Country Agreement and local land lease agreement do not contain a specific clause regarding road construction, it can be inferred from the lease agreement that it is the responsibility of the host Government to construct the external access road. **The Advisory Committee recommends that the Secretary-General actively pursue the conclusion of the negotiations on this matter in a timely manner so as not to delay the construction project at ECA.**

9. The Advisory Committee notes that the cost of constructing a multi-storey parking facility is estimated at $660,000 (i.e., a parking capacity of 660 cars at an average cost of $1,000 per car space). As indicated in paragraph 12 (*b*) of the report, ECA is currently reviewing the possibility of introducing a parking fee policy as from January 2008. **The Advisory Committee welcomes this development and trusts that the next progress report will include information on the level of the parking fee at ECA and on the related income.**

10. The Advisory Committee also notes that a provision of $300,000 is proposed for back-up generators and facilities to ensure power supply to the new office facilities upon their completion and that the generators would be installed during the construction phase (ibid., para. 12 (*c*)).

11. **The Advisory Committee recommends that the General Assembly approve the course of action proposed in paragraphs 15 (*a*) and (*b*) of the report of the Secretary-General on the construction of additional office facilities at the Economic Commission for Africa in Addis Ababa (A/62/487). At the same time, the Advisory Committee is of the view that cost containment measures should be taken so that the project does not entail further cost escalation beyond the current proposed budget of $14,333,100.**

Document A/62/7/Add.12

Thirteenth report

Financial situation of the International Research and Training Institute for the Advancement of Women

[Original: English]
[6 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the financial situation of the International Research and Training Institute for the Advancement of Women (INSTRAW) (A/62/509). The Advisory Committee also had before it the report of the Secretary-General on the future operations of the Institute (A/62/173). During its consideration of the report (A/62/509), the Advisory Committee met with the representatives of the Secretary-General who provided additional information and clarifications.

2. The report on the financial situation of the Institute was submitted pursuant to section II of General Assembly resolution 61/273 of 29 June 2007, in which the Secretary-General had been requested to report to the Assembly at its sixty-second session on the financial situation of the Institute, including solutions for placing it on a more stable basis, without recourse to regular budget funding, in line with the statute of the Institute. The Advisory Committee recalls that the Assembly had appropriated $US 1,042,200 for the Institute for the biennium 2006–2007 to cover the projected shortfall of voluntary funding for 2006 (Assembly resolution 60/247 A of 23 December 2005). In addition, pursuant to its decision 61/555 of 4 April 2007 and its resolution 61/273, the Assembly decided, on an exceptional basis and subject to reimbursement pending receipt of voluntary contributions in 2007, to authorize the Secretary-General to enter into commitments up to $190,000 and $367,800, respectively, in 2007.

3. In the Secretary-General's report (A/62/509), it is projected that the INSTRAW Trust Fund for core activities will have an income of $3,491,900 for the biennium 2006–2007 with total expenditures of $2,648,300. The balance will allow the Institute to make provision for a reserve of $200,000 to cover eventual final INSTRAW expenditures and to reimburse the full amount of the commitment authority of $190,000 and $367,800 authorized by the General Assembly, with a projected closing surplus of $85,800 to be carried over into 2008. Voluntary contributions from Governments for core activities for the biennium are estimated at $762,700, including $515,300 received as of 30 September 2007 and a further $247,400 that is expected before the end of 2007. An additional amount of $209,000 is expected under miscellaneous income for the biennium 2006–2007 from the United Nations Stabilization Mission in Haiti (MINUSTAH) for a series of services provided by INSTRAW for the mission's disaster recovery centre. In this connection, the Advisory Committee recalls that a memorandum of understanding providing for the reimbursement to the Institute of a fixed monthly cost of $13,875 had been signed between INSTRAW and MINUSTAH for a period of five years from 1 December 2006 to 30 November 2011. The Advisory Committee notes that as at 30 September 2007, additional funding received for the INSTRAW Trust Fund for special projects totalled $886,900.

4. With respect to 2008, expenditures are estimated at $1,541,000, representing an increase of $98,000 over the 2007 projection, owing to increases in staff costs and operating expenses. The estimated income for 2008 includes projected contributions of $1,485,500 (ibid., annex I) and the balance of $85,800 carried forward from 2007. The Advisory Committee was informed that the Institute expected that the assured contribution of $423,000 for core activities expected to be received at the beginning of 2008 (ibid., para. 10) would actually be higher, in the amount of $705,000 (€500,000). **The Advisory Committee notes the encouraging trend reflected in the renewed commitment by Member States to supporting INSTRAW.**

5. The Advisory Committee notes that the Institute has adopted a medium-term resource mobilization strategy for the biennium 2008–2009, developed in collaboration with the United Nations Fund for International Partnerships. This strategy is aimed at securing funds for the implementation of the Institute's core activities, from both Member States and the private sector, and at developing strategic and collaborative partnerships with other organizations. Emphasis is also placed on the need to monitor and follow up receipt of projected contributions closely and to align the operational budget to the levels of contributions. **The Advisory Committee trusts that the measures outlined in section III of the Secretary-General's report will place the Institute on a path towards financial sustainability. In this regard, the Advisory Committee welcomes the improved financial situation of INSTRAW and commends the Director and the Executive Board for their proactive approach and efforts to secure sustainable financing for the Institute.**

6. **The Advisory Committee recommends that the General Assembly take the course of action proposed by the Secretary-General in paragraph 16 of his report (A/62/509).**

Document A/62/7/Add.13

Fourteenth report

Administrative and financial implications arising from the report of the United Nations Joint Staff Pension Board

[Original: English]
[7 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General (A/C.5/62/2) on the administrative and financial implications that would arise for the regular budget should the General Assembly adopt the recommendations submitted to it in the report of the Standing Committee of the United Nations Joint Staff Pension Board (A/62/175).

2. As indicated in paragraph 2 of the report of the Secretary-General, at the time of the preparation of the programme budget proposals for the biennium 2008–2009, the administrative budget of the United Nations Joint Staff Pension Fund for the biennium 2008–2009 had not yet been finalized. The United Nations regular budget share of the cost of the central secretariat of the Fund, as included in the proposed programme budget for the biennium 2008–2009, was originally estimated at $US 10,553,600 (at 2006–2007 rates). The Advisory Committee notes that, at 2008–2009 rates, this estimate amounts to $11,239,900 (see A/C.5/62/2, para. 3).

3. Based on the recommendations contained in the report of the Pension Board, the United Nations share of the administrative and audit costs related to the Fund has been revised to a total of $18,998,600 (at 2008–2009 rates) (see A/62/175, para. 150 (*c*)).

4. The Advisory Committee observes that, in accordance with established procedures, an estimated 62.2 per cent of the costs to be borne by the United Nations will be covered by the regular budget of the United Nations and the balance of 37.8 per cent will be reimbursed by the funds and programmes (see A/62/6 (Sect. 1), para. 1.28). However, the Secretary-General indicates that, based on the latest data on the number of participants in the Fund, against which the percentage is derived, the United Nations share would need to be revised to 63.1 per cent (see A/C.5/62/2, para. 7).

5. The Secretary-General indicates that, based on the application of the revised distribution rate of 63.1 per cent to the revised overall requirements of $18,998,600 (at 2008–2009 rates), an amount of $11,988,100 (at 2008–2009 rates) would represent the revised regular budget share as compared with $11,239,900 (at 2008–2009 rates) already included under section 1 (Overall policymaking, direction and coordination) of the proposed programme budget for the biennium 2008–2009 (A/62/6 (Sect. 1)). The Secretary-General therefore proposes that an additional appropriation in the amount of $748,200, reflecting the difference between the previously budgeted amount of the regular budget share and the revised requirements, would need to be included under section 1 of the proposed programme budget for the biennium 2008–2009.

6. In its fourth report on the proposed programme budget for the biennium 2008–2009 (document A/62/7/Add.3 in the present supplement), the Advisory Committee has already commented on the report of the Pension Board (A/62/175). **Should the General Assembly adopt the recommendations contained in the report of the Pension Board, an additional appropriation of $748,200 would need to be included under section 1 (Overall policymaking, direction and coordination) of the proposed programme budget for the biennium 2008–2009. The provision would represent a charge against the contingency fund.**

Document A/62/7/Add.14

Fifteenth report

Human resources management

[Original: English]
[16 November 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the following reports submitted by the Secretary-General on human resources management:

(*a*) Amendments to the Staff Rules (A/62/185);

(*b*) Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2006 to 30 June 2007 (A/62/186);

(*c*) Implementation of the mobility policy (A/62/215);

(*d*) Detailed proposals for streamlining United Nations contractual arrangements (A/62/274);

(*e*) Activities of the Ethics Office (A/62/285);

(*f*) Staffing of field missions, including the use of 300- and 100-series appointments (A/61/732);

(*g*) Report of the Joint Inspection Unit on staff mobility in the United Nations (see A/61/806) and comments of the Secretary-General thereon (A/61/806/Add.1);

(*h*) Human resources management reform: recruitment and staffing (A/61/822);

(*i*) Measures to address the imbalance in the geographical distribution of the staff in the Office of the United Nations High Commissioner for Human Rights (A/61/823);

(*j*) Civilian career peacekeepers (A/61/850);

(*k*) Harmonization of conditions of service (A/61/861);

(*l*) Special measures for protection from sexual exploitation and sexual abuse (A/61/957);

(*m*) Implementation of the Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials and Experts on Mission (A/61/1029).

The Advisory Committee also had before it the report of the Secretary-General on the composition of the Secretariat (A/62/315) and the addendum to the report of the International Civil Service Commission (ICSC) for the year 2006 (A/61/30/Add.1).

2. Owing to a combination of factors, the Advisory Committee and the General Assembly find themselves considering major personnel proposals in a budget year, when they ordinarily would consider them in a non-budget year. A number of reports under consideration relate to requests by the Assembly for more detailed proposals following the major human resources reform initiative launched during the sixty-first session. The consideration of others was deferred from the sixty-first until the sixty-second session for a variety of reasons. Where appropriate, the Advisory Committee has recommended that decisions on a number of issues be deferred until the sixty-third session, when they can be considered in the context of the general review of human resources management issues that is carried out in off-budget years. In the present report, the Advisory Committee has sought to take a holistic approach to the major proposals concerning streamlining of contractual arrangements, harmonization of conditions of service in the field and the proposed cadre of 2,500 civilian peacekeepers. Those issues are grouped together in section II below.

II. Streamlining contractual arrangements, harmonization of conditions of service and civilian career peacekeepers

Streamlining contractual arrangements

3. The report of the Secretary-General on streamlining contractual arrangements (A/62/274) was submitted in response to a request by the General Assembly for a detailed road map on the implementation of the proposed contractual arrangements (sect. VI, para. 5, of resolution 61/244 of 22 December 2006). As also requested by the Assembly, the Secretary-General addresses the conclusions and recommendations contained in paragraphs 49 to 56 of the report of the Advisory Committee on the matter (A/61/537). Moreover, the report of the Secretary-General takes into account the observations of ICSC (see A/61/30/Add.1) and includes additional elements arising from consultations with staff representatives at the twenty-eighth session of the Staff-Management Coordination Committee, held from 25 June to 4 July 2007. For its consideration of this matter, the Advisory Committee also had before it the report of the Secretary-General on staffing of field missions, including the use of 300- and 100-series appointments (A/61/732).

4. The Secretary-General has proposed streamlining contractual arrangements under one set of rules, arguing that a single series of rules would promote the equitable treatment of staff members by ensuring that their conditions of service are governed by the same criteria and that the introduction of one set of rules would simplify the Organization's contractual framework, making it easier and more cost-efficient to administer and more transparent for staff members (see A/62/274, paras. 16 and 17). Moreover, it would, in his view, facilitate the development and implementation of the future enterprise resource planning system. The Secretary-General outlines the details of the three types of appointment proposed, as summarized below.

Temporary appointments

5. The Secretary-General proposes that temporary appointments be used to appoint staff for seasonal or peak workloads and specific short-term requirements for a period of up to one year at a time (ibid., para. 26). Taking into account concerns expressed by ICSC (see A/61/30/Add.1, para. 18), the Secretary-General has proposed that such appointments may be renewed for up to an additional year in the field where warranted by operational needs. **The Advisory Committee recommends approval of the Secretary-General's proposal.**

Fixed-term appointments

6. As indicated in the report of the Secretary-General, fixed-term appointments could be for a period of one year or more and could be renewed or extended to cover a period of up to five years (see A/62/274, para. 28). Staff entering the Organization would be subject to a probationary period during the first year of service. It is envisaged that staff members who had completed five years of continuous service would be considered for continuing appointments.

7. ICSC notes that the Secretary-General's original proposal provided for limiting fixed-term appointments to specific missions or projects. In the Commission's view, the mission-specific appointment is not an effective tool when there is an expectation of mobility and an operational requirement for a global workforce (see A/61/30/Add.1, para. 16). Taking those concerns into account, the Secretary-General proposes that contracts of international staff serving in United Nations peace operations no longer carry a limitation for service to a specific mission (see A/62/274, para. 30). **As such a change would facilitate the deployment of staff where they are needed, the Advisory Committee recommends approval of the Secretary-General's proposal.**

8. ICSC points out that "the limitation of five years on the fixed-term appointment reduces management's flexibility to assign staff in accordance with the needs of the Organization" (A/61/30/Add.1, para. 15). In response to that concern, the Secretary-General proposes that international staff in United Nations peace operations who are not part of the proposed 2,500

international career staff and who demonstrate the highest standards of efficiency, competence and integrity should normally be granted extensions of fixed-term appointments of up to two years that would not be limited to service at any particular mission in order to meet the identified operational requirements of United Nations peace operations. Such staff could remain on fixed-term appointments as long as their services were needed, whereas in other cases, extensions beyond five years could be granted, but not to exceed one year (A/62/274, paras. 33 and 34). The funds and programmes would have the flexibility to extend fixed-term appointments beyond five years in accordance with their operational mandates (ibid., para. 35).

9. Upon enquiry, it was clarified to the Advisory Committee that the Secretary-General's intention was that there would be no cap on the number of extensions of fixed-term appointment that could be granted to international staff in peace operations or on the total number of years such staff could serve on a fixed-term appointment as long as their services were still needed. Rather, each extension of fixed-term appointment for such staff should be for a period not to exceed two years. **The Advisory Committee recommends that international staff on fixed-term appointments in United Nations peace operations who demonstrate the highest standards of efficiency, competence and integrity be granted extensions (of up to two years for each extension) that would not be limited to service at any particular mission, for as long as their services are needed. Extensions could be granted in other cases, but not to exceed one year (see also paras. 14 and 15 below).**

Continuing appointments

10. Under the Secretary-General's proposals, staff with five years of continuous service in the Organization would be considered for a continuing appointment, which would be granted if there were a continuing need for the services of the staff member and if the staff member had demonstrated the highest standards of efficiency, competence and integrity.

11. ICSC has expressed concern regarding the need for competition in the granting of continuing appointments, stating that the Secretary-General's proposal was "tantamount to automatic conversion because there is no competition, no limit on the number of conversions and essentially everyone would meet the criteria for conversion" (A/61/30/Add.1, para. 9). The Secretary-General asserts that this would already be addressed by the Organization's staff selection process, at the point of recruitment or when moving to another post within the Organization. Upon enquiry, representatives of ICSC explained to the Advisory Committee that the Commission envisaged a rigorous review when staff were considered for conversion.

12. **The Advisory Committee shares the concern of ICSC that conversion should not be automatic. The Advisory Committee therefore recommends that the Secretary-General develop procedures for rigorous review of both the performance of staff and the continuing need for functions, which would be used in deciding whether to grant a continuing appointment, and report on progress made to the General Assembly at its sixty-third session. The Advisory Committee also recommends that, in order to be considered for a continuing appointment, staff members should have a minimum of five years of continuous service.**

13. **The Advisory Committee considers that a prudent approach will be required with regard to the number of conversions. In this connection, the Advisory Committee recalls that there had been a ceiling for permanent appointments: by section V, paragraph 2, of its resolution 51/226 of 3 April 1997, the General Assembly requested the Secretary-General to make efforts to achieve the level of 70 per cent of permanent appointments in posts subject to geographical distribution. In the Advisory Committee's view it will be for the Assembly to decide whether this concept should be applicable under the new contractual arrangements. The Advisory Committee therefore requests the Secretary-General to report on issues associated with the establishment of a ceiling in the context of his report to the Assembly at its sixty-third session on human resources management.**

14. In his report on investing in people, the Secretary-General proposed that, depending on the needs of the Organization, continuing contracts could be limited to particular projects or missions

in order to avoid the creation of undue expectations of long-term employment (see A/61/255, para. 244). ICSC disagrees with this concept, stating that continuing contracts should not be used when there is no expectation of long-term employment. As the Secretary-General is no longer proposing mission-specific appointments, this is no longer at issue.

15. In paragraph 48 of his report on streamlining contractual arrangements (A/62/274), the Secretary-General points out that staff who work in projects or entities with finite mandates would not be excluded from consideration for continuing appointments because assessing continuing need by reference to a particular mandate, function or post would not be consistent with the Organization's operational requirements and mobility policy. Accordingly, he now proposes that staff working on projects could be granted a continuing appointment, which would be without limitation, provided there is a continuing need for the services of the staff member in the Organization. **The Advisory Committee recommends approval of this proposal for the reasons cited by the Secretary-General. For the same reasons, while the Advisory Committee does not recommend approval of the establishment of the cadre of 2,500 career peacekeepers (see para. 36 below), it recognizes that international staff working in peace operations should also be eligible for consideration for continuing contracts.**

16. As to locally recruited mission staff, the Secretary-General concurs with the Staff-Management Coordination Committee that the Organization has an obligation to offer both greater job security and end-of-mission termination benefits that will enable locally recruited mission staff to be gainfully employed or self-employed when a mission withdraws (ibid., para. 47). Under the current system, a staff member whose fixed-term appointment is terminated before the expiration date specified in the letter of appointment is entitled to a termination indemnity in accordance with the schedule set out in paragraph (*a*) of annex III to the Staff Regulations. Paragraph (*d*) of annex III to the Staff Regulations stipulates, however, that no indemnity payments shall be made to a staff member who has a temporary appointment for a fixed term that is completed on the expiration date specified in the letter of appointment.

17. The Secretary-General proposes that those locally recruited staff members whose services continue to be needed beyond five years and who meet the applicable standards should be eligible to receive a continuing appointment. They would then receive termination indemnities commensurate with their length of appointment when their service ended, normally with the closure of the mission. The Secretary-General indicates that, as it is not known when individual peace operations will end, it is not possible to determine the costs associated with payment of termination indemnities. Upon request, the Advisory Committee was provided with indicative financial implications for the payment of termination indemnity to local staff in Kosovo (Serbia) if the mission were to close in April 2008, which are estimated at $US 11.9 million for 1,953 staff. As noted in paragraph 16 above, should the services of the local staff end on the same date as the expiry of their appointment, no termination indemnity would be payable and, in this case, there would be no financial implications.

18. **The Advisory Committee is not convinced that termination payments for locally recruited mission staff should be linked to their type of appointment. The Advisory Committee recommends that ICSC undertake an analysis of this matter and report thereon to the General Assembly by the sixty-third session.**

19. The Secretary-General has proposed that staff recruited through the national competitive examination be offered fixed-term appointments with consideration for continuing appointment after five years. In this regard, ICSC has highlighted the positive impact of the examination on gender balance and geographical distribution. It has expressed concern that the Secretary-General's proposal could lead to a decline in the rate of acceptance by national competitive examination candidates of employment with the United Nations and recommends instead that such candidates be considered for continuing appointment after two years. The Advisory Committee notes, as indicated in paragraph 50 of the Secretary-General's report (A/62/274), that one of the fundamental objectives of the proposal to streamline contractual arrangements is to enhance fairness and consistency in the treatment of staff, while also simplifying administration. In the Secretary-General's opinion, it is important to avoid creating different categories of staff

members. He points out that staff members joining the Organization at higher levels enter through a competitive selection process, often bringing many years of proven professional experience to the job and he therefore maintains that all staff should be considered for conversion after five years of service. Upon enquiry, the Advisory Committee was informed that, under the Secretary-General's proposal, the process of consideration for continuing appointment for staff members recruited from the national competitive examination roster would be expedited by limiting the review to a determination of whether the staff member had demonstrated the highest standards of efficiency, competence and integrity; all national competitive examination staff members would be deemed to meet the requirement of the need for their continued service in the Organization.

20. Under the current system, qualified national competitive examination candidates are placed on a roster and not guaranteed immediate placement against a post in the Organization. The waiting period for successful candidates on the roster is indefinite. In this connection, the Advisory Committee recalls paragraph 38 of General Assembly resolution 57/300 of 20 December 2002, in which the Assembly shared the vision of the Secretary-General to foster excellence among United Nations staff, inter alia, by rejuvenation, while ensuring the highest standards of efficiency, competence and integrity, as well as equitable geographical representation and gender balance. In this regard, the Advisory Committee also recalls section III of resolution 61/244.

21. The Advisory Committee will revert to this matter in the context of its consideration of human resource management issues at the sixty-third session.

22. Under the Secretary-General's proposal, continuing contracts may be terminated "in the interest of the good administration of the Organization" (A/61/255, para. 249). In response to the Advisory Committee's request for clarification concerning a staff member's opportunity for redress in such a case, the Secretary-General indicates that

> "the staff member concerned would be given the opportunity to review the recommendation and supporting documentation and to provide comments to the Assistant Secretary-General for Human Resources Management before a final decision was made. A decision by the Assistant Secretary-General for Human Resources Management to terminate a continuing appointment would constitute an administrative decision that is subject to appeal, pursuant to chapter XI of the Staff Rules. Under staff rule 111.2 (*c*) (i), a staff member may also request a suspension of action on the decision by writing to the Secretary of the Joint Appeals Board." (See A/62/274, para. 52.)

23. As the Advisory Committee has noted, under the terms of staff regulation 9.1 (*a*), the Secretary-General may terminate the appointment of a staff member who holds a permanent appointment if such action would be in the interest of the good administration of the Organization and in accordance with the standards of the Charter, "provided that the action is not contested by the staff member concerned" (see A/61/537, para. 54). The staff member holding a continuing appointment would not be provided the opportunity to contest termination, but rather to "provide comments". **The Advisory Committee considers it imperative that rigorous procedures are in place for the review of both the performance of staff and the continuing need for functions when determining the termination of appointment of a staff member. Of equal importance is the need to ensure that staff can contest an envisaged termination internally before such action is taken. The Advisory Committee is aware that after termination the staff member would have recourse to the United Nations system of administration of justice. The Advisory Committee recommends that the General Assembly request the Secretary-General to report to the Assembly at its sixty-third session on the internal procedures developed.**

24. As indicated in paragraph 60 of the Secretary-General's report (A/62/274), financial implications would arise for the reappointment of international staff currently serving on appointments of limited duration to new appointments governed by the new United Nations contract, which would entail additional entitlements in the form of education grant, family-visit travel and repatriation grant. As at 30 June 2007, there were 3,339 international staff holding appointments of limited duration in field missions. The Secretary-General estimates that on the

basis of current patterns of dependency and the marital status of staff, additional costs would amount to $23.7 million per annum – $19.9 million for 10 peacekeeping missions and $3.8 million for 9 special political missions.

Harmonization of conditions of service in the field

25. In line with recommendations of ICSC (see A/61/30/Add.1), the Secretary-General makes the following proposals in his report on harmonization of conditions of service (A/61/861):

(*a*) Harmonization of the designation of duty stations as family or non-family in accordance with the security phase decided by the Department of Safety and Security of the Secretariat and the approach as applied by the Inter-Agency Committee on Field Duty Stations of the Human Resources Network of the United Nations System Chief Executives Board for Coordination. As a result, 12 current special, non-family United Nations peace operations would be designated as family duty stations;

(*b*) The introduction of the special operations approach for all non-family duty stations that are designated by the Department of Safety and Security as phase III or higher. Under the special operations approach, a location near a non-family duty station with adequate medical, education and housing facilities is designated as the administrative place of assignment. The staff member receives the same compensation and benefits as those normally given to internationally recruited Professional staff assigned to family duty stations;

(*c*) Replacement of the occasional recuperation break with rest and recuperation break. In accordance with the recommendation of ICSC, travel for rest breaks would be paid to a designated location. Daily subsistence allowance would only be payable on an exceptional basis when the Organization is unable to provide travel or make arrangements for staff to travel to the approved location;

(*d*) Discontinuation of the use of 300-series appointments in non-family duty stations.

26. Financial implications, estimated at the time of preparation of the report of the Secretary-General (ibid.), which assumed an earlier approval date, are set out in section VII of the report.

Civilian career peacekeepers

27. The report of the Secretary-General on civilian career peacekeepers (A/61/850) expands on the proposal set out in his report on investing in people (A/61/255/Add.1 and Corr.1) and responds to the request made by the General Assembly in its resolution 61/244, on the advice of the Advisory Committee, for a more complete analysis of the requirement for, as well as the management and operation of, the proposed 2,500 civilian career peacekeepers.

28. Section II of the report (A/61/850) describes the study undertaken by the Secretariat to identify the baseline capacity of 2,500, as well as the desirable mix of skills and grade levels. The annex to the report provides a breakdown by function and grade of the proposed 2,500 positions. Grade levels would fall primarily between the P-4 and D-1 levels and between the FS-5 and FS-7 levels. A number of P-2 and P-3 positions were included for the managed mobility of staff and for successful candidates from the national competitive examinations. Positions at the D-2 level and above are not included on the basis that such appointments are made by the Secretary-General. Also excluded are positions of seconded, active-duty military and police personnel serving on United Nations contracts, as well as the security, internal oversight and human rights occupational groups, as these staff members are managed by the Department of Safety and Security, the Office of Internal Oversight Services and the Office of the United Nations High Commissioner for Human Rights, respectively. The planned distribution of functions is as follows: 27 per cent in substantive areas, 28 per cent in administration and 45 per cent in logistics support (ibid., annex).

29. The Secretary-General proposes that staff members be selected for career peacekeeping positions through the same competitive process applied in the recruitment of staff in the Secretariat. It is intended that the career civilian peacekeepers will be subject to rapid deployment

at short notice to meet operational needs and subject to managed rotation between duty stations, and that this will be stipulated in both vacancy announcements and contracts. The civilian career peacekeepers would also be eligible to participate in the Secretariat mobility programmes. As indicated in paragraph 21 of the report, when a career civilian peacekeeper leaves the cadre, a determination would be made as to whether the position should remain within the cadre. In addition, staff serving in peace operations who are not part of the cadre would be eligible to apply for a position as a career civilian peacekeeper, together with other United Nations personnel and external candidates, when the numbers fall below 2,500. The composition of the cadre would remain under continual review to ensure that it evolves so as to take into account changes in operational requirements (ibid., para. 31).

30. As indicated in paragraph 39 of the report of the Secretary-General, there is no intention to add to existing staffing levels. The proposal is to finance the 2,500 career civilian peacekeepers through existing authorized positions in United Nations peace operations.

Conclusion

31. **In considering the interrelated issues of streamlining contractual arrangements, harmonization of conditions of service and the civilian career peacekeeping cadre, the Advisory Committee has sought to take a holistic view, keeping in mind the problems that the Secretary-General is attempting to address with his reform proposals. These include, among other things, problems with staff retention in peace operations owing to the four-year limit on 300-series appointments; differing conditions of service for staff; the inability, under the current arrangements, to move staff from mission to mission as operational requirements change; the complexity of administering the current contractual framework; and the need to offer staff in peace operations a career development path.**

32. **In the Advisory Committee's view, the Secretary-General's proposal for streamlining contractual arrangements represents a fundamental change that addresses many of the problems cited above. Therefore, subject to its observations and recommendations in the foregoing paragraphs, the Advisory Committee recommends approval of the Secretary-General's proposals to streamline contractual arrangements under one set of Staff Rules, to be phased in according to the plans outlined in section IV of his report (A/62/274). In the Advisory Committee's opinion, this measure, together with the elimination of mission-specific appointments and the granting of continuing appointments for staff working in peace operations and on projects, as well as the Advisory Committee's recommendations on conditions of service (see para. 34 below), if well administered, will do much to facilitate staff mobility, promote career development for all staff and foster the development of a truly global workforce that can be managed flexibly to meet operational and organizational needs.**

33. The Advisory Committee points out, however, that, even with the institution of one staff contract, international staff detailed from a headquarters duty station to serve in a peace operation in some cases may continue to have better conditions of service than their counterparts who have been hired in the field. Upon request, the Advisory Committee was provided with tables showing sample comparisons of compensation for mission appointees and Headquarters staff on assignment to family and non-family duty stations (see annex to the present document). Furthermore, the Advisory Committee notes that under the provisions of administrative instruction ST/AI/404, staff members on mission detail have a two-year lien against their post at the parent duty station. **The Advisory Committee is concerned about two phenomena: (*a*) the question of the duration for which staff on assignment from established duty stations continue to receive compensation that is linked to their employment in the established duty station; and (*b*) the inconsistency of the lien concept with the "fundamental principle of the organizational mobility policy [which] is that staff members are not tied to their posts" (ibid., para. 48). The Advisory Committee believes that these two points will need to be addressed as soon as possible. It therefore recommends that the Secretary-General submit proposals in this regard to the General Assembly at its resumed sixty-second session.**

34. **As to the Secretary-General's proposals to harmonize conditions of service, the Advisory Committee recommends approval of the proposal to harmonize the designation of duty stations as family or non-family in accordance with the security phase decided by the Department of Safety and Security, as well as the proposal to replace the occasional recuperation break with rest and recuperation travel. The projected financial implications of these changes should be updated for presentation to the General Assembly at the time of its consideration of the issue. The Advisory Committee points out in this connection that, in addition to the costs foreseen in the report of the Secretary-General (see A/61/861, paras. 28 and 35), the change in the designation of 12 peace operations from non-family to family duty stations would in all likelihood lead to additional security costs.**

35. **The Advisory Committee is not convinced that the special operations approach for non-family missions is required. The Advisory Committee believes that the introduction of streamlined contractual arrangements, together with the elimination of mission-specific appointments and the granting of continuing appointments for staff working in peace operations and on projects, as well as its recommendations on conditions of service contained in paragraph 34 above, will address many of the issues that the special operations approach is intended to address. Furthermore, the Advisory Committee points out that the special operations approach involves administrative difficulties, as it would involve moving a large number of families to new duty stations. The Advisory Committee therefore recommends that the General Assembly defer consideration of the introduction of the special operations approach in order to allow sufficient time for the improvements associated with the implementation of streamlined contractual arrangements to take effect.**

36. **The Advisory Committee does not recommend the establishment of the proposed cadre of 2,500 career civilian peacekeepers, as many of the problems that this proposal was intended to address would be solved through the streamlining of contractual arrangements and the other recommendations in the foregoing paragraphs. With the introduction of a single United Nations contract and the elimination of mission-specific appointments, together with the possibility of consideration for continuing contracts, as proposed by the Advisory Committee in paragraph 15 above, the international staff of peace operations will become part of the global workforce, with the same mobility requirements and career development prospects as the rest of the Secretariat.**

III. Mobility

37. The Advisory Committee had before it three reports on the subject of mobility: the report of the Secretary-General on implementation of the mobility policy (A/62/215), which had been requested by the General Assembly in its resolution 61/244; the report of the Joint Inspection Unit on staff mobility in the United Nations (see A/61/806), and the comments of the Secretary-General on the report of the Joint Inspection Unit (see A/61/806/Add.1).

38. The Advisory Committee notes that the General Assembly, in section IV of its resolution 61/244, requested the Secretary-General to report to it at its sixty-third session on:

(*a*) The implemented phases of the mobility policy, along with projections for the envisaged remaining phases and an assessment of the relevant administrative and management issues;

(*b*) An analysis of the managed mobility programme, including information on financial implications and on its usefulness in improving organizational efficiency and addressing, inter alia, high vacancy rates.

The Assembly also decided, in the light of the experience of managed mobility, to review the enforcement of post-occupancy limits at its sixty-third session.

39. **In view of the requests made by the General Assembly for what appears to be a comprehensive report on matters relating to mobility, the Advisory Committee will confine**

itself in the present report to comments of a general nature concerning the information provided in the reports before it and to recommendations concerning issues that it believes should be addressed in the report to be submitted to the Assembly at its sixty-third session (see resolution 61/244, sect. IV).

40. **The Advisory Committee has consistently supported the promotion of mobility of staff as a means to develop a more flexible and multi-skilled workforce. However, the Advisory Committee concurs with the Joint Inspection Unit that a strategic plan for mobility is essential (see A/61/806, para. 29). The Organization should have a detailed mobility programme. To that end, an analysis should be made of the Organization's needs to determine what type of skills are required and where. Similarly, a detailed inventory, by location, should be drawn up of staff skills and competencies. The Advisory Committee therefore requests that the upcoming report include such an analysis and a description of the resulting strategic plan.**

41. In the absence of a reasoned forecast of the financial implications of the implementation of the mobility policy, the Joint Inspection Unit has done its own analysis and estimates additional common staff costs per biennium to be in the range of $15 to $20 million. The Secretary-General asserts, in paragraph 31 of his comments (A/61/806/Add.1), that it is difficult to speculate about how much the programme will cost because, until the policy is fully implemented, it is not known how many staff will move from one duty station to another.

42. **The Advisory Committee will address the question of mobility in the context of its consideration of human resources management issues during the sixty-third session of the General Assembly.**

IV. Measures to address the imbalance in the geographical distribution of the staff in the Office of the United Nations High Commissioner for Human Rights

43. The report of the Secretary-General on measures to address the imbalance in the geographical distribution of the staff in the Office of the United Nations High Commissioner for Human Rights (OHCHR) (A/61/823) was submitted in response to section XVII, paragraph 2, of resolution 61/244, by which the Assembly requested the Secretary-General to present proposals to address the imbalance in the geographical distribution of the staff in the Office. As indicated in paragraph 22 of the report, a special action plan for achieving equitable geographical representation has been elaborated by the High Commissioner.[1] A number of measures are currently under implementation, including:

(*a*) Outreach activities to widen the pool of qualified candidates for the national competitive examination in human rights;

(*b*) Establishment of a mechanism to review the recruitment process for each vacancy prior to final selection so as to ensure that every effort has been made to identify and select qualified candidates from regions requiring improvement;

(*c*) Constitution of a mailing list of governmental institutions, non-governmental organizations and academic institutions willing to disseminate information on upcoming vacancies in OHCHR;

(*d*) Institution of a requirement that all chiefs of branch include geographical distribution targets among their goals for the branch under their supervision and regular monitoring of achievements in this regard by the Programme Support and Management Services of OHCHR.

The Secretary-General reports that these efforts have begun to show positive results since the procedures were instituted in late September 2006 (see A/61/823, para. 19).

44. Proposed additional measures include the following:

(*a*) The funding of consultants in the field of human rights to assist in marking the 2008 national competitive examination in human rights, which is expected to significantly reduce the time required to place successful candidates on the roster;

(*b*) The placement of national competitive examination candidates against regular budget and extrabudgetary posts. In the latter case, the recruiting department must undertake to absorb the staff recruited against extrabudgetary posts, which are not subject to the system of desirable ranges, in the event that the funding for the original post is exhausted;

(*c*) Use of staff-exchange mechanisms, such as existing agreements on inter-agency transfers and secondments, as a means for the Office to avail itself of the services of individuals from unrepresented and underrepresented countries;

(*d*) Careful consideration to geographical balance among associate experts.

45. As indicated in paragraph 8 of the report of the Secretary-General, in section III, paragraph 1, of its resolution 61/244, the General Assembly qualified the language of its prior resolutions, by which it had provided that appointment to posts at the P-1 and P-2 levels should be made *exclusively* through competitive examinations. Resolution 61/244 provides that national competitive examinations are the source of recruitment for P-2 posts *subject to geographical distribution* in order to reduce non-representation and underrepresentation of Member States in the Secretariat (emphasis added). Such a qualification would permit recruitment at the P-2 level outside the national competitive examination for posts other than those subject to geographical distribution, of which there are a significant number in OHCHR. Amendments to staff rule 104.15, bringing it into line with resolution 61/244, are contained in the annex to the report of the Secretary-General.

46. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General and request the Secretary-General to provide a progress report on the results of the implementation of measures to address the imbalance in the geographical representation of staff in the Office of the United Nations High Commissioner for Human Rights, in the context of his report on human resources management to be submitted to the Assembly at its sixty-third session.**

V. Amendments to the Staff Rules

47. Consistent with staff regulation 12.3, the report of the Secretary-General on amendments to the Staff Rules (A/62/185) contains the full text of new rules and amendments to existing rules that the Secretary-General proposes to implement as from 1 January 2008, as well as the rationale for the amendments. Upon request, the Advisory Committee was provided with a comparative chart showing the previous text of the rules and the amendments. That chart should be provided to the General Assembly for its consideration of the report of the Secretary-General.

48. The Advisory Committee notes that rules 105.3 (*d*) (iii) and 205.2 (*c*) have been amended to provide that staff members should be able to travel to a country other than the country of their nationality for home leave if they have close family or personal ties in that country. **In the Advisory Committee's view, the notion of "close family and personal ties" should be precisely defined.**

49. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

VI. Recruitment and staffing

50. **In the Advisory Committee's view, the complex issues of recruitment and staffing should be taken up in 2008, a non-budget year, so that the General Assembly will have more time to devote to them (see para. 2 above). In the paragraphs below, the Advisory Committee has, however, flagged a number of issues raised in the report of the Secretary-General on recruitment and staffing (A/61/822) and recommended that the Assembly request the Secretary-General to submit a follow-up report addressing those issues to the Assembly at its sixty-third session.**

51. The report of the Secretary-General was submitted pursuant to section II, paragraphs 4, 10 and 13, of resolution 61/244, in which the Assembly requested the Secretary-General to report to it on matters pertaining to the development of an induction and training programme for the members of central review bodies, the efforts made to reduce the period required to fill vacancies and the use of pre-screened rosters.

52. As noted in section II of the report of the Secretary-General, several steps have been taken to ensure continuous improvement of the work of the central review bodies. New central review body members at all duty stations receive basic orientation and induction training, which is conducted by the Office of Human Resources Management of the Department of Management of the Secretariat or the human resources office at the duty station. A briefing module on the role of the central review bodies has been developed by the Office of Human Resources Management and distributed to all offices away from Headquarters for the training of members of such bodies. In addition, an online questionnaire was developed and distributed to all members of central review bodies at all duty stations to elicit feedback on training and to assess further training needs. The next steps will include the development of a new version of the guidelines for central review bodies in the staff selection system.

53. As indicated in paragraph 19 of the report, it currently takes 174 days on average to fill a vacancy. Factors affecting the duration of the process include the complexity of policies and procedures, the large number of applications, the shortcomings of the e-staffing support tool, lack of familiarity of programme managers with policies, procedures and the electronic tool, and background checks and administrative clearances of candidates. Efforts undertaken to reduce the period required to fill vacancies have included the development of generic job profiles and standardization of competency and qualification requirements in order to reduce the time spent by managers on the selection process and decrease the rate of cases being returned from the central review bodies to managers. In addition, generic vacancy announcements have been developed in both English and French, reducing delays relating to translation. A review of business processes is also currently under way in preparation for the introduction of a new e-staffing tool and the new enterprise resource planning system. Plans for the future include the introduction of workforce planning and the use of pre-screened rosters as the primary instrument for recruitment and placement.

54. The Advisory Committee recalls, in this connection, that in its first report on the proposed budget for the biennium 2008–2009 it noted the efforts that have been made by the United Nations Office at Vienna to reduce recruitment time (see A/62/7 and Corr.1, para. VIII.85). The average number of days a Professional post remained vacant in the biennium 2004–2005 was 115, the estimated average for 2006–2007 is 110 and the target set for 2008–2009 is 93. The measures that have enabled the Office to achieve such improvements include: (*a*) projection of recruitment requirements six months in advance and advertisement of vacancies in advance, subject to budgetary approval; (*b*) succession planning, whereby posts are advertised six to nine months in advance of retirements; (*c*) provision of regular training for members of central review bodies, which has resulted in a turnaround time of 48 hours for approving evaluation criteria; (*d*) generation of translations of vacancy announcements into French within five working days; (*e*) routine release of applicants for all positions at appropriate time marks (days 16, 31 and 61); and an online vacancy monitoring tool. **The Advisory Committee reiterates the recommendation it made in its first report on the proposed programme budget for the**

biennium 2008–2009 that the lessons learned from the experience of the United Nations Office at Vienna should be applied elsewhere (ibid., para. 37) and recommends that the General Assembly request the Secretary-General to report thereon to the Assembly at its sixty-third session.

55. In his report on recruitment and staffing (A/61/822), the Secretary-General elaborates on the proposal contained in his report on investing in people (see A/61/255, paras. 76–79) to use pre-screened rosters as the primary instrument for recruitment, placement and promotion throughout the Secretariat. Under this proposal, generic vacancy announcements would be issued based on strategic workforce planning and circulated for 60 days. The personal history forms would be redesigned to enable the electronic screening of applicants. Substantive screening of candidates would be carried out by expert groups in particular occupational areas. The central review bodies would continue to ensure that the process was properly followed prior to the placement of candidates on the roster. Following endorsement by a central review body, candidates would be administratively cleared before being placed on a roster. The rosters would also include candidates who had succeeded in a competitive examination. When a vacancy arises, the head of department or office would be able to make a selection from a roster.

56. The Advisory Committee has consistently supported the concept of rosters as a means of expediting the staff selection process. It notes with concern, however, that the current technology supporting the Galaxy e-staffing system does not allow for the management of rosters (A/61/822, para. 24), though rosters were to be an integral part of the staff selection system as set out in administrative instructions ST/AI/2002/4 and ST/AI/2006/3. The Advisory Committee has commented on this issue in the past, noting with concern that the staff selection system was put into place in 2002 without an adequate means of handling the rosters that were to be a part of it (see A/60/7 and Corr.1, para. 66). The replacement of Galaxy is discussed in the report of the Secretary-General (A/61/822, paras. 23–25), but a timetable is not provided. **It appears to the Advisory Committee that until the Galaxy system is replaced, the usefulness of pre-screened rosters will be limited. The Advisory Committee therefore recommends that the General Assembly request the Secretary-General to report to it at its sixty-third session on progress with regard to both the replacement of the e-staffing tool and the implementation of pre-screened rosters**.

57. **The Advisory Committee welcomes the emphasis placed by the Secretary-General on strategic workforce planning to identify the Organization's staffing needs. As indicated in paragraph 44 of his report, such planning takes into account new mandates, retirements, gaps in skills, new posts, upcoming post occupancy limits and the geography and gender profile of the Organization. The Advisory Committee recommends that the General Assembly request the Secretary-General to provide a detailed report at the sixty-third session on progress achieved and problems encountered in the strategic workforce planning process**.

58. **The Advisory Committee believes that many of the problems that the Organization has encountered in expeditiously recruiting and retaining qualified, high-calibre individuals stem from its overly complex staff selection system.** In this connection, the Advisory Committee recalls that during its consideration of the Secretary-General's proposal for a new system of administration of justice, it was informed that a large percentage of the cases processed by the Panel of Counsel and the Office of the Ombudsman related to staff selection and promotion issues (see annex VI to document A/62/7/Add.7 in the present supplement). **In the Advisory Committee's opinion, the time has come to take a hard look at the current system with a view to simplifying it and making it more transparent, as well as to holding programme managers accountable. The Advisory Committee has made a number of concrete suggestions in this regard in the past (see, for example, A/60/7 and Corr.1, paras. 62–68; A/61/537, paras. 12–29; and A/62/7 and Corr.1, para. VIII.85). In this connection, the Advisory Committee looks forward to the report to be submitted by the Secretary-General to the General Assembly pursuant to section II, paragraph 5, of its resolution 61/244 and trusts that its concerns will be addressed therein**.

VII. Activities of the Ethics Office

59. The report of the Secretary-General on the activities of the Ethics Office (A/62/285) was submitted in response to paragraph 16 (*i*) of General Assembly resolution 60/254 of 8 May 2006. The report covers the 12-month period from 1 August 2006 to 31 July 2007, which marked the first full operation cycle of the Ethics Office. As noted in paragraph 8 of the report, the Office received 287 requests for services, representing a slight increase in the monthly average of such requests, based on 153 requests for the seven-month period from January to July 2006. Requests for services fell into the following categories: ethics advice (57 per cent), protection against retaliation for reporting misconduct (18 per cent); general information (11 per cent); training (12 per cent); and others (2 per cent). As noted in paragraphs 9 and 10 of the report, requests for services came from diverse geographical locations and groupings and from staff at different levels across the Secretariat.

60. Section III of the report describes the activities of the Ethics Office in standard-setting; training, education and outreach; provision of advice and guidance; and administration of the financial disclosure programme. With regard to the latter, the Advisory Committee notes that a total of 1,704 staff members were required to file a financial disclosure or declaration of interest statement for the 2005 filing period. A total of 1,670, or 98 per cent, complied. Of the cases reviewed by an external financial firm (PricewaterhouseCoopers LLP), 17, or 1 per cent, were identified as having a potential conflict of interest. In relation to these 17 cases, 14 staff members accepted the advice of PricewaterhouseCoopers regarding the appropriate compliance arrangements in order to address the potential conflict, while 3 cases were referred to the Ethics Office for final resolution owing to a disagreement between the staff member and PricewaterhouseCoopers (ibid., para. 41).

61. The Ethics Office is currently in the process of conducting a review to determine whether financial disclosure statements should be required of officials other than Secretariat officials and experts on mission with a fiduciary role (ibid., para. 51 and sect. X of the present document).

62. As indicated in paragraph 61 of the report, the current contractual arrangements with PricewaterhouseCoopers are due to terminate in October 2009, at which time the possibility would be explored of the Ethics Office taking over direct responsibility for the review. **In its consideration of the proposed programme budget for the biennium 2008–2009, the Advisory Committee recommended that the General Assembly request the Secretary-General to conduct an in-depth analysis by the end of the biennium 2008–2009 of the relative advantages and disadvantages, including costs, of conducting the review in-house as compared to the current outsourcing arrangements (see A/62/7 and Corr.1, para. I.17)**.

63. The Advisory Committee notes that in response to its request that the Secretary-General describe the various ethics activities carried out by different organizational entities within the Secretariat, laying out a plan for coordination among them and exploring the possibility for redeployment of resources to the Ethics Office, if needed (see A/60/7/Add.1–42, document A/60/7/Add.13, para. 25), the Secretary-General has indicated that the Office has carried out a preliminary survey of such activities and that a compilation of ethics-related activities was being developed. In this connection, the Advisory Committee reiterates that many such activities are already carried out in different parts of the Secretariat, including the Executive Office of the Secretary-General, the Office of Human Resources Management, the Office of Internal Oversight Services, the Office of Legal Affairs and the Department of Peacekeeping Operations. **With a view to avoiding duplication and fostering coordination, the Advisory Committee therefore recommends that the General Assembly request the Secretary-General to expedite the completion of the above-mentioned compilation of ethics-related activities being undertaken by different departments/offices and entities and to report thereon at the sixty-third session. As the Advisory Committee had requested earlier (ibid.), the report should lay out a plan for coordination among the various entities, exploring the possibility for redeployment of resources to the Ethics Office, if needed.**

64. In paragraph 73 of his report, the Secretary-General states that, while the main responsibilities of the Ethics Office have been clearly set out in his bulletin ST/SGB/2005/22, its jurisdiction is not system-wide.[2] He therefore suggests that the General Assembly may wish to consider broadening the jurisdiction of the Ethics Office to cover all United Nations system entities and to provide further guidance on this matter. **In the view of the Advisory Committee, it would first be necessary for the Assembly to consider whether other United Nations entities, such as funds and programmes, should have common ethics policies and standards and, if so, whether they should be centrally or separately administered. Accordingly, the Advisory Committee recommends against broadening the jurisdiction of the Ethics Office at this time.**

VIII. Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2006 to 30 June 2007

65. The report of the Secretary-General on the practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2006 to 30 June 2007 (A/62/186), was submitted in response to paragraph 16 of General Assembly resolution 59/287 of 13 April 2005, in which the Assembly, inter alia, requested the Secretary-General to inform Member States on an annual basis about all actions taken in cases of proven misconduct and/or criminal behaviour. The report provides a broad overview of the administrative machinery in disciplinary matters, a summary of the cases for which a disciplinary measure was imposed by the Secretary-General during the reporting period, comparative data and figures reflecting the disposition of all cases that were completed during the reporting period and information on the practice of the Secretary-General in cases of possible criminal behaviour.

66. The Secretary-General indicated in paragraph 2 of his report that, in response to paragraph 17 of resolution 59/287, an information circular was being be issued to inform staff of the most common examples of misconduct and/or criminal behaviour and their disciplinary consequences, including any legal action, with due regard to the protection of the privacy of the staff members concerned. Upon enquiry, the Advisory Committee was informed that the circular was under preparation and would be issued in the coming weeks.

67. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

IX. Special measures for protection from sexual exploitation and sexual abuse

68. The report of the Secretary-General on special measures for protection from sexual exploitation and sexual abuse (A/61/957) was submitted in compliance with General Assembly resolution 57/306 of 15 April 2003, in which the Assembly requested the Secretary-General to maintain data on investigations into sexual exploitation and related offences in the United Nations system. The report includes information provided by 41 United Nations entities on allegations reported in 2006.

69. The Advisory Committee notes, as indicated in section III of the report, that the total number of allegations remained relatively constant, with 371 reported in 2006, as compared with 373 in 2005. The majority of allegations, or 357 of the total of 371, relate to personnel of the Department of Peacekeeping Operations. This figure represents an increase of 5 per cent; however, as indicated in paragraph 13 of the report, peacekeeping personnel increased by 14 per cent during the period. The largest numbers of allegations were reported by the United Nations Organization Mission in the Democratic Republic of the Congo, the United Nations Mission in Liberia and the United Nations Stabilization Mission in Haiti, with 176, 71 and 48 allegations, respectively. The Secretary-General points out that the increase can be partly attributed to better reporting mechanisms, as this period coincided with the creation of dedicated conduct and discipline teams, the establishment of resident Office of Internal Oversight Services offices in a number of

peacekeeping operations, strengthened coordination of reporting mechanisms and the implementation of the comprehensive strategy of the Department of Peacekeeping Operations to address sexual exploitation and abuse.

70. **The Advisory Committee welcomes the progress reported by the Secretary-General in strengthening measures for protection from sexual exploitation and sexual abuse (ibid., sect. IV). The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

X. Implementation of the Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials and Experts on Mission

71. The report of the Secretary-General on implementation of the Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials and Experts on Mission (A/61/1029) was submitted in response to the request of the General Assembly in its resolutions 60/238 of 23 December 2005 and 61/244 of 22 December 2006. The Regulations were adopted by the Assembly in its resolution 56/280 of 27 March 2002 and promulgated by the Secretary-General in his bulletin ST/SGB/2002/9. The report of the Secretary-General provides background on privileges and immunities and describes cases of waiver of immunity. It also discusses the applicability of the financial disclosure requirement to officials other than Secretariat officials and experts on mission.

72. As indicated in paragraphs 19 and 20 of the report, regulation 2 (*i*) provides that officials and experts on mission shall file financial disclosure statements if requested to do so by the Secretary-General. The Ethics Office, which is responsible for implementing the financial disclosure programmes, is in the process of conducting a review to determine whether such statements should be required of officials and experts on mission with a fiduciary role (see A/62/285, para. 51; and para. 61 of the present document). As noted in paragraph 20 of the report, given the policy-setting or oversight roles and the independence of the bodies and status of the members involved, careful consideration will be given to the need for an appropriate financial disclosure system for such individuals.

73. The Advisory Committee notes that the issue of criminal accountability of officials and experts on mission is currently before the General Assembly.

74. **The Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

Notes

[1] See E/CN.4/2006/103.

[2] Upon enquiry, the Advisory Committee was informed that the jurisdiction of the Ethics Office was limited to the United Nations Secretariat as defined in Secretary-General's bulletin ST/SGB/1997/5.

Annex

Sample comparison of compensation packages

A. Non-family duty station under United Nations peacekeeping, standard evacuation and special operations approach models

Duty station: Bujumbura
Grade/step: P-5/1
Marital status: Married
Dependent spouse: Yes
Dependent children: Two

(United States dollars)

	Current models				*Proposed model*
	Department of Peacekeeping Operations special peacekeeping mission model			*Regular duty station model*	*Special operations approach*
	100-series staff member on detail from New York Headquarters	*100-series staff mission appointee*	*300-series mission appointee (P-5/A)*	*100-series family duty station in evacuation status (entitlement duty station: Bujumbura)*	*100-series special operations approach (administrative place of assignment duty station: Nairobi)*
Recurrent payments					
Net salary	79 628	79 628	73 975	79 628	79 628
Post adjustment	51 758	0	0	34 479	31 453
Mission subsistence allowance	44 880	44 880	44 880	0	0
Special operations living allowance	0	0	0	0	44 880
Dependency allowance	3 560	3 560	0	3 560	3 560
Service allowance, including family element	0	0	14 676	0	0
Hazard pay	0	0	0	0	0
Mobility and hardship allowance, including non-removal element (non-removal element for Headquarters only; mobility and hardship level D-1 for Bujumbura; mobility and hardship level C-1 for Nairobi)	2 500	0	0	17 620	14 380
Education grant (2 children at maximum $13,536 per child)	27 072	27 072	0	27 072	27 072
Rest and recuperation travel (6 trips per year at $500 per trip)	0	0	0	0	3 000
Rental subsidy (rent: $3,700 in New York, rental subsidy threshold 26 per cent; $2,500 per month; rental subsidy threshold 18 per cent for Nairobi; $7,500 per month, rental subsidy threshold 15 per cent for Bujumbura)	8 192	0	0	707	8 004
Extended monthly evacuation allowance (based on dependants in Nairobi)	0	0	0	21 595	0
Subtotal	**217 590**	**155 140**	**133 531**	**184 661**	**211 977**
One-time payments					
Assignment grant					
Daily subsistence allowance portion	0	0	0	6 060	15 150
Lump-sum portion	0	0	0	9 509	9 257
Lump-sum in lieu of shipment of personal effects					
100 kg entitlement	1 200	1 200	1 200	0	0
2 100 kg entitlement	0	0	0	15 000	15 000
Initial travel					
Staff member	4 000	4 000	4 000	4 000	4 000
Spouse and two children: ($3,500 per person)	0	0	0	0	10 500
Subtotal	**1 200**	**1 200**	**1 200**	**30 569**	**39 407**
Total	**218 790**	**156 340**	**134 731**	**215 230**	**251 384**

B. Staff assigned from Headquarters and mission staff appointed to an established family duty station[a]

Mission: UNIFIL
Duty station: Tyre
Contract type: 100-series
Grade/step: P-5/1
Marital status: Married
Dependent spouse: Yes
Dependent children: Two

(United States dollars)

	100-series staff member on assignment from New York Headquarters	*100-series mission appointee*
Recurring payments		
Net salary	79 628	79 628
Post adjustment (43.5)	34 638	34 638
Dependency allowance	3 560	3 560
Mobility and hardship allowance	17 620	17 620
Hazard pay ($1,300 per month)	15 600	15 600
Education grant (2 children maximum $13,536 per child)	27 072	27 072
Subtotal	**178 118**	**178 118**
One-time payments		
Assignment grant	17 847	17 847
Lump-sum option in lieu of shipment of personal effects	15 000	15 000
Subtotal	**32 847**	**32 847**
Total	**210 965**	**210 965**

[a] *Note:* Staff members on assignment from Headquarters to a family mission change their official duty station but retain a lien against their post at Headquarters.

Document A/62/7/Add.15

Sixteenth report

Resource requirements for procurement investigations

[Original: English]
[19 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on interim arrangements for the Procurement Task Force of the Office of Internal Oversight Services for 2008 and related resource requirements (A/62/520). During its consideration of the report, the Advisory Committee met with the Under-Secretary-General for Internal Oversight Services, the Chairman of the Task Force and other representatives of the Secretary-General, who provided additional information and clarifications

2. The Office of Internal Oversight Services of the Secretariat has reported separately on the activities of the Task Force for the 18-month period ended 30 June 2007 (A/62/272). As stated in paragraph 2 of the report of the Secretary-General (A/62/520), "while the Procurement Task Force was intended as an interim ad hoc entity established to address a particular problem, it is unlikely that the pending investigations being handled by the Task Force will be completed by the end of 2007". Upon enquiry, the Advisory Committee was informed that the Task Force currently has 289 cases, of which more than 40 are significant, complex matters involving high-value contracts and multiple procurement exercises over several years. The aggregate value of contracts under examination by the Task Force exceeds $US 1.5 billion. The Task Force has closed 125 cases and issued 25 reports.

3. The Secretary-General indicates that the interim arrangements for the Task Force for 2008 are proposed pending the finalization of proposals and their review by the General Assembly. **In this context, the Advisory Committee emphasizes the interim character of the arrangements described in the report of the Secretary-General and points out that it will revert to the issue of funding of activities implemented by the Task Force in the context of its review of the forthcoming reports of the Secretary-General on the overall capacity of the Office of Internal Oversight Services, as well as other relevant reports (see A/62/7 and Corr.1, para. IX.19). Accordingly, the Advisory Committee's recommendations in this connection are without prejudice to its future consideration of the forthcoming reports of the Secretary-General on the Office of Internal Oversight Services.**

4. The Secretary-General indicates that the activities of the Task Force for 2008 would be carried out by drawing, to the extent possible, on the established staffing table of the Investigations Division of the Office of Internal Oversight Services. Vacant posts would be utilized pending the long-term recruitment of staff against such posts. Operational costs would be absorbed to the greatest extent possible, and the outcome of those efforts would be reported in the context of performance reports on the regular and peacekeeping budgets.

5. Requirements for the Procurement Task Force for 2008 are estimated by the Secretary-General at $4.9 million, including $3 million for general temporary assistance, comprising 27 positions (1 Chairman (D-2), 1 Senior Investigator (P-5), 18 Investigators (P-4), 1 Forensic Officer (P-4), 1 Associate Officer (P-2), 1 Information Technology Officer (P-4), 1 Information Manager (P-2), 1 Administrative Officer (P-3) and 2 General Service (Other level) support staff). The Advisory Committee was informed that of the 27 positions, three P-4 Investigator positions were vacant as at 14 November 2007.

6. The estimated requirements also include a provision of $696,000 for contractual services, $595,800 for general operating expenses, $432,000 for travel, $132,900 for furniture and equipment and $20,000 for supplies and materials.

7. Upon enquiry, the Advisory Committee was informed by the Office of Internal Oversight Services that the estimated requirements of $696,000 for contractual services

> refer almost exclusively to the outside forensic experts hired to perform the function of securing, maintaining, examining and organizing the electronic evidence which is central to the Task Force's work. This is a critical function, and a function which is proposed to be developed in-house to reduce costs. The function is required to be phased in, as Task Force staff members need to be trained in the techniques, methods and skills necessary to perform forensic imaging and analysis, a highly specialized skill requiring specialized training, and the proper equipment must be purchased. The proposal is to phase in this capacity in 2008. Therefore, some reliance on these experts will still be needed in 2008. By 2009, such reliance should be integrated into the Office of Internal Oversight Services.

8. Regarding the increase in travel requirements from $351,200 for 2007 to $432,000 for 2008, the Advisory Committee was informed by the Office of Internal Oversight Services that

> as the majority of the caseload involves peacekeeping missions, the Procurement Task Force must travel at times to these locations and overseas offices in furtherance of the investigation. The Task Force has always been very mindful and careful of expending funds on travel, and undertakes travel to missions and overseas offices sparingly and only when necessary. In 2006, the Task Force was required to focus upon the eight staff members placed upon special leave. Most of these cases concerned Headquarters procurement matters. In 2007, the Task Force has focused upon its core purpose, namely, procurement in the peacekeeping missions. In connection with these cases, the Task Force is required to travel more extensively and has been to seven missions thus far, with several more to address. Therefore, increased travel to missions and overseas is needed in 2008 to conclude these matters. Further, additional referrals continue to be made in connection with peacekeeping mission procurement.

9. The Advisory Committee notes that charges for the Procurement Task Force would be apportioned between the peacekeeping budgets (85 per cent) and the regular budget (15 per cent).

10. **The Advisory Committee recommends that the General Assembly take note of the Secretary-General's proposed arrangements and of his intention to accommodate the related requirements, to the extent possible, within the appropriations for the period concerned and to report thereon in the context of financial performance reports. The Advisory Committee expects that these requirements will be absorbed within the approved appropriations.**

Document A/62/7/Add.16

Seventeenth report

Revised estimates resulting from resolutions and decisions adopted by the Economic and Social Council at its substantive and resumed substantive sessions of 2007

[Original: English]
[27 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on revised estimates resulting from the resolutions and decisions adopted by the Economic and Social Council at its substantive and resumed substantive sessions of 2007 (A/62/515). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarifications.

2. The Advisory Committee notes that the revised estimates relate to a series of resolutions and decisions of the Economic and Social Council outlined in the report of the Secretary-General. As indicated therein, the expenditure requirements for the biennium 2006–2007 arising as a result of the adoption of those resolutions and decisions are estimated at $US 238,300, which could be absorbed within the resources provided under the programme budget for the biennium.

3. With regard to the biennium 2008–2009, the Secretary-General indicates that additional requirements are estimated at $14,205,700, of which an amount of $84,400 would be absorbed within the provisions contained in the proposed programme budget for the biennium. The balance of $14,121,300 would therefore be required under the proposed programme budget, including $13,290,400 under section 2 (General Assembly and Economic and Social Council affairs and conference management) and $830,900 under section 23 (Human rights). According to the Secretary-General, the total amount of $14,121,300 would represent a charge against the contingency fund for the biennium to be approved by the General Assembly at its sixty-second session. The Secretary-General further indicates that it is not possible at this stage to identify activities within sections 2 and 23 of the proposed programme budget that could be deferred, curtailed or modified during the biennium to meet the additional requirements (ibid., para. 72). **The Advisory Committee has no objection to the approach proposed by the Secretary-General.**

Document A/62/7/Add.17

Eighteenth report

United Nations Regional Centre for Peace and Disarmament in Africa

[Original: English]
[30 November 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General (A/C.5/62/10) on the programme budget implications of the draft resolution A/C.1/62/L.24/Rev.1. The statement was submitted in accordance with rule 153 of the rules of procedure of the General Assembly. During its consideration of the statement, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarifications.

2. As indicated in the Secretary-General's statement, the First Committee adopted draft resolution A/C.1/62/L.24/Rev.1 on the United Nations Regional Centre for Peace and Disarmament in Africa.[1] The First Committee was informed of the programme budget implications of the draft resolution in the statement submitted by the Secretary-General in document A/C.1/62/L.54/Rev.1.

3. The Advisory Committee notes that under the terms of draft resolution A/C.1/62/L.24/Rev.1, three regular budget posts (1 P-3 and 2 GS/OL) would be established and the operating costs of the Regional Centre would be funded from the regular budget for the biennium 2008–2009. Upon enquiry, the Advisory Committee was informed that the two General Service (Other level) posts proposed would be local.

4. The Advisory Committee recalls the procedures for administrative and budgetary matters as outlined in section VI of General Assembly resolution 45/248 B of 21 December 1990.

5. The Secretary-General indicates that should the General Assembly adopt draft resolution A/C.1/62/L.24/Rev.1, an additional provision of $US 360,200 would be required over and above the level of resources proposed under section 4 (Disarmament) ($322,300); and under section 35 (Staff assessment) ($37,900), to be offset by the same amount under income section 1 (Income from staff assessment) of the proposed programme budget for the biennium 2008–2009. According to the Secretary-General, this would represent a charge against the contingency fund.

6. **The Advisory Committee has no objection to the Secretary-General's proposal.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/216.

Document A/62/7/Add.18

Nineteenth report

Situation of human rights in Myanmar

Programme budget implications of draft resolution A/C.3/62/L.41/Rev.1

[Original: English]
[5 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/13) on the programme budget implications of draft resolution A/C.3/62/L.41/Rev.1 on the situation of human rights in Myanmar.[1]

2. As indicated in paragraph 2 of the statement submitted by the Secretary-General, under the terms of operative paragraph 6 of draft resolution A/C.3/62/L.41/Rev.1, the General Assembly would request the Secretary-General (*a*) to continue to provide his good offices and to pursue his discussions on the situation of human rights and the restoration of democracy with the Government and the people of Myanmar, including all relevant parties to the national reconciliation process in Myanmar and to offer technical assistance to the Government in that regard; (*b*) to closely monitor the developments with regard to the violent incidents that took place, with the aim of preventing the resumption of violence; (*c*) to give all necessary assistance to enable the Special Adviser and the Special Rapporteur to discharge their mandates fully and effectively and in a coordinated manner; and (*d*) to report to the General Assembly at its sixty-third session, as well as to the Human Rights Council, on the progress made in the implementation of the resolution.

3. The activities related to the implementation of the requests are described in paragraphs 4 to 7 of the statement of the Secretary-General. Paragraphs 8 to 11 contain information on the estimated resource requirements. The Advisory Committee notes that the Secretary-General estimates that the costs of continuing the good-offices efforts through his Special Envoy for Myanmar for a one-year period (1 January to 31 December 2008) amount to $US 865,100 gross ($781,900 net).

4. These resources would cover the salaries for the Special Envoy and two support staff (1 P-4 and 1 General Service (Other level)); the official travel of the Special Envoy to Myanmar, neighbouring countries in the region, Europe and North America, including United Nations Headquarters; the services of a consultant; and miscellaneous services in support of his mission. The Advisory Committee points out that these resource requirements are included as part of the proposals of the Secretary-General on estimates in respect of special political missions, good offices and other political initiatives for 2008 (see A/62/512/Add.1, paras. 2–13), which would, if approved, be charged against the total provision of $604,060,100 for special political missions under section 3 (Political affairs) of the proposed programme budget for the biennium 2008–2009.

5. With regard to the request contained in the last part of operative paragraph 6 (*a*), of the draft resolution, concerning technical assistance, such assistance, if requested, would be accommodated, according to the Secretary-General, within the technical cooperation activities of the Office of the United Nations High Commissioner for Human Rights. The Advisory Committee also notes that, with regard to the request contained in operative paragraph 6 (*c*), pertaining to the Special Rapporteur, the Secretary-General, in his statement of programme budget implications, informed the Human Rights Council, upon adoption of its resolution S-5/1 on 2 October 2007, that the estimated requirements of $46,700 required to implement activities called for in the resolution would be absorbed within the appropriations approved for the biennium 2006–2007 (see A/HRC/S-5/2). The Secretary-General intends to inform the General Assembly of the estimated requirements in his report on the revised estimates resulting from resolution S-5/1. The requirements fall under section 23 (Human rights) of the programme budget for the biennium 2006–2007.

6. The Secretary-General indicates that, with regard to the biennium 2008–2009, no additional resources are requested for section 23 (Human rights) at this juncture in the light of the continuing review by the Human Rights Council of its subsidiary machinery in response to General Assembly resolution 60/251 of 15 March 2006. Should additional resources be required, a consolidated statement of requirements arising from the continuing review by the Council and potential absorptive capacity from reduced requirements arising from the amended programme of work would be reported to the General Assembly in the proposed programme budget for the biennium 2008–2009.

7. **The Advisory Committee has no objection to the course of action proposed in paragraphs 12 and 13 of the statement submitted by the Secretary-General.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/222.

Document A/62/7/Add.19

Twentieth report

The right to development

Programme budget implications of draft resolution A/C.3/62/L.49

[Original: English]
[5 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/18) on the programme budget implications of draft resolution A/C.3/62/L.49 on the right to development.[1]

2. As indicated in paragraph 2 of the statement, under the terms of operative paragraphs 1, 2, 3, 6 and 39 of draft resolution A/C.3/62/L.49, the General Assembly would:

(*a*) Endorse the conclusions and recommendations adopted by consensus by the Working Group on the Right to Development of the Human Rights Council at its eighth session and call for their immediate, full and effective implementation by the Office of the United Nations High Commissioner for Human Rights and other relevant actors;

(*b*) Support the realization of the mandate of the Working Group on the Right to Development as renewed for a period of two years by the Human Rights Council in its resolution 4/4, with the recognition that the Working Group shall convene annual sessions of five working days and present its reports to the Council;

(*c*) Support the realization of the mandate of the high-level task force on the implementation of the right to development, established within the framework of the Working Group on the Right to Development, as renewed for a period of two years by the Human Rights Council in its resolution 4/4, with the further recognition that the task force will convene annual sessions of seven working days and present its reports to the Working Group;

(*d*) Stress the importance of endorsement of the road map outlined in paragraphs 52 to 54 of the report of the Working Group on the Right to Development on its eighth session (A/HRC/4/47), which would ensure that the criteria for the periodic evaluation of global partnerships, as identified in millennium development goal 8, prepared by the high-level task force and being progressively developed and refined by the Working Group, are extended to the other components of millennium development goal 8 by no later than 2009;

(*e*) Invite the Chairperson of the Working Group on the Right to Development to present a verbal update to the Assembly at its sixty-third session.

3. The activities and additional resource requirements related to the implementation of the requests are described in paragraphs 4 to 7 of the statement. Provision has been made in the proposed programme budget for the biennium 2008–2009 for the implementation of activities related to operative paragraphs 2 and 6 of the draft resolution. The activities to be carried out under operative paragraphs 1 and 39 of the draft resolution, described in paragraph 4 of the statement, would give rise to additional requirements of $US 47,000, which are to be accommodated within the resources proposed under section 23 (Human rights) of the proposed programme budget for the biennium 2008–2009. With respect to operative paragraph 3 of the draft resolution, the annual two-day sessions of the high-level task force would require additional resources of $74,300, which are also proposed to be accommodated from within the provisions of section 2 (General Assembly and Economic and Social Council affairs and conference management), section 23 (Human rights) and section 28E (Administration, Geneva) of the proposed programme budget for 2008–2009 in the amounts of $63,300, $8,200 and $2,800 respectively.

4. **The Advisory Committee recommends that the General Assembly note that the adoption of draft resolution A/C.3/62/L.49 would not entail additional resource requirements under sections 2, 23 and 28E of the proposed programme budget for the biennium 2008–2009. Resort to use of the contingency fund would therefore not be required.**

Notes

[1] The General Assembly adopted the draft resolution on 18 December 2007 as resolution 62/161.

Document A/62/7/Add.20

Twenty-first report

Subregional Centre for Human Rights and Democracy in Central Africa

Programme budget implications of draft resolution A/C.3/62/L.44

[Original: English]
[5 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/17) on the programme budget implications of draft resolution A/C.3/62/L.44 on the Subregional Centre for Human Rights and Democracy in Central Africa.[1]

2. As indicated in paragraph 2 of the statement, under the terms of operative paragraph 5 of the draft resolution, the General Assembly would reiterate its request to the Secretary-General and the United Nations High Commissioner for Human Rights to provide additional funds and human resources within the existing resources of the Office of the United Nations High Commissioner for Human Rights to enable the Subregional Centre for Human Rights and Democracy in Central Africa to respond positively and effectively to the growing needs in the promotion and protection of human rights and in developing a culture of democracy and rule of law in the Central African subregion.

3. The activities related to the implementation of the requests are described in paragraphs 4 and 5 of the statement, and information on the estimated resource requirements is provided in paragraphs 7 to 9. The Secretary-General estimates that the additional requirements for strengthening the capacity of the Subregional Centre would amount to $US 573,600 gross ($520,100 net) under section 23 (Human rights) of the proposed programme budget for the biennium 2008–2009, including $381,100 for posts and $139,000 for non-post resources. The Secretary-General indicates that those resources cannot be accommodated from within existing resources and proposes that they be charged against the contingency fund, with an additional appropriation under the proposed programme budget.

4. In this connection, the Advisory Committee recalls that the General Assembly has repeatedly requested the Secretary-General to ensure funding for the Subregional Centre as an integral part of the regular budget for human rights, first in paragraph 132 of its resolution 56/253 of 24 December 2001 and again in paragraph 3 of its resolution 61/158 of 19 December 2006. The Advisory Committee has recommended that appropriate proposals be made to the Assembly at its sixty-second session for the full implementation of resolution 61/158, and requested that future budget submissions include a subsection on the requirements of the Subregional Centre (A/62/7 and Corr.1, para. VI.18).

5. The Advisory Committee is of the view that the Secretary-General should implement paragraph 3 of resolution 61/158. In this connection, it notes that a total amount of $112,835,400 is requested under section 23 of the proposed programme budget for the biennium 2008–2009. Upon request, the Advisory Committee was informed that total expenditure under section 23 of the programme budget for the biennium 2006–2007 was projected at $81,528,300 against an appropriation of $88,009,100. There is thus a projected underexpenditure of $6,480,800, or 7.4 per cent. Given past patterns of expenditure, the Advisory Committee is of the view that the overall resources requested in the programme budget for the biennium 2008–2009 under section 23 should allow the Secretary-General to provide the additional amount of $520,100 requested for the Subregional Centre.

6. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that, should it adopt draft resolution A/C.3/62/L.44, additional resources totalling**

$573,600 would be required over and above the level of resources requested in the proposed programme budget for the biennium 2008–2009, as follows: $520,100 under section 23 (Human rights) and $53,500 under section 35 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment).

7. **In view of its aforementioned observations, the Advisory Committee recommends that the General Assembly request the Secretary-General to accommodate the additional requirement of $573,600 from within the resources provided for in the proposed programme budget for the biennium 2008–2009 under section 23. The Advisory Committee further recommends that the General Assembly request the Secretary-General to report on the implementation of this mandate in the context of the performance report for the biennium.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/221.

Document A/62/7/Add.21

Twenty-second report

Convention on the Elimination of All Forms of Discrimination against Women

Programme budget implications of draft resolution A/C.3/62/L.20/Rev.1

[Original: English]
[10 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/15) on the programme budget implications of draft resolution A/C.3/62/L.20/Rev.1 on the Convention on the Elimination of All Forms of Discrimination against Women.[1]

2. As indicated in paragraph 2 of the statement, the provisions of operative paragraphs 14 and 15 of the draft resolution would result in changes in the programme of work and the resource requirements of the Committee on the Elimination of Discrimination against Women. Thus, the statement contained in document A/C.5/62/15 replaces the related statement of the programme budget implications of Economic and Social Council decision 2007/279 of 17 October 2007 contained in section II.H of the report of the Secretary-General on the revised estimates resulting from resolutions and decisions adopted by the Council at its substantive and resumed substantive sessions of 2007 (A/62/515).

3. In document A/62/515, the Secretary-General indicated that additional requirements of $US 14,156,400 would arise should the General Assembly approve the decision, of which $14,121,300 would represent a charge against the contingency fund for the biennium 2008–2009. The Advisory Committee stated that it had no objection to that approach (see document A/62/7/Add.16 in the present supplement).

4. The estimated requirement of $10,807,950 set out in document A/C.5/62/15 represents a reduction of $3,348,450 in comparison with the estimated additional requirement of $14,156,400 contained in section II.H of the report of the Secretary-General (A/62/515). Details are provided in the annex to document A/C.5/62/15.

5. Upon enquiry, the Advisory Committee was informed that subsequent to the issuance of the statement of programme budget implications (A/C.5/62/15), it had been determined that $35,100 of the additional resource requirements could be absorbed within the provisions contained in the proposed programme budget for the biennium 2008–2009 under section 28D, Office of Central Support Services. Thus, the proposed charge against the contingency fund would amount to $10,772,850.

6. **The Advisory Committee has no objection to the approach proposed by the Secretary-General. Accordingly, the Advisory Committee recommends that the Fifth Committee inform the General Assembly that should it adopt draft resolution A/C.3/62/L.20/Rev.1, an additional appropriation of $10,772,850 would be required in the proposed programme budget for the biennium 2008–2009 as follows: $10,357,400 under section 2 (General Assembly and Economic and Social Council affairs and conference management); and $415,450 under section 23 (Human rights). Under the procedures established by the General Assembly in its resolutions 41/213 of 19 December 1986 and 42/211 of 21 December 1987, those provisions would represent a charge against the contingency fund.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/218.

Document A/62/7/Add.22

Twenty-third report

Implementation of the United Nations Platform for Space-based Information for Disaster Management and Emergency Response

Programme budget implications of draft resolution A/C.4/62/L.9

[Original: English]
[10 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/14) on the programme budget implications of draft resolution A/C.4/62/L.9, entitled "International cooperation in the peaceful uses of outer space".[1]

2. By its resolution 61/110 of 14 December 2006, the General Assembly decided to establish the United Nations Platform for Space-based Information for Disaster Management and Emergency Response (SPIDER). Under the terms of operative paragraph 42 of draft resolution A/C.4/62/L.9, the Assembly would endorse the UN-SPIDER plan of work for 2007, the platform programme for the period 2007–2009 and the plan of work for the period 2008–2009, and would request the Secretary-General to implement those activities that are contained in the plan of work for the period 2008–2009.

3. The activities by which the draft resolution would be implemented are outlined in paragraphs 9 to 11 and the related additional resource requirements in paragraphs 13 to 20 of the statement.

4. As indicated in paragraph 14 of the statement, the Director of the Office for Outer Space Affairs is the supervisor of UN-SPIDER. The Director will be assisted by a programme coordinator and a programme assistant in planning, coordinating and managing activities, together with the leading programme officer from each UN-SPIDER office (Beijing and Bonn) and the Office for Outer Space Affairs at the United Nations Office at Vienna. The programme staff would be distributed among four offices, in Beijing, Bonn, Geneva and Vienna.

5. The estimated requirements for 13 new posts (1 P-5, 3 P-4, 2 P-3, 1 P-2, 2 National Officers and 4 General Service) amount to $US 1,538,000, while non-post resources are estimated at $562,000, for a total additional requirement of $2.1 million. As indicated in paragraph 20 of the statement, it is envisaged that two thirds of the resources needed would be made available through voluntary contributions by Member States that have already indicated a willingness to provide financial and in-kind support for the programme to cover the cost of 10 posts (1 P-5, 2 P-3, 1 P-2, 2 National Officers and 4 General Service) totalling $1,064,000, and that non-post requirements amounting to $432,000 would be funded from extrabudgetary resources. As noted in paragraph 18 of the statement, two senior experts would be provided on a secondment basis to the Bonn office by the German Aerospace Centre. The Advisory Committee was informed that the Bonn office had opened.

6. Against this backdrop, the estimated additional resources required under section 6 (Peaceful uses of outer space) of the proposed programme budget for the biennium 2008–2009 amount to $604,000. This amount would cover the cost of three P-4 posts for Programme Officers ($474,000), one each for the offices in Beijing, Bonn and Vienna, as well as non-post costs relating to expert group meetings ($100,000) and travel of staff ($30,000).

7. The Advisory Committee notes, as indicated in paragraph 21 of the statement, that no provision has been made under the proposed programme budget for the biennium 2008–2009 in relation to the activities that would be requested under the draft resolution and that it is not possible at this stage to identify activities within section 6 (Peaceful uses of outer space) that could be terminated, deferred, curtailed or modified during the biennium in order to meet the additional

requirements. Upon enquiry, the Advisory Committee was informed that projected expenditures for the biennium 2006–2007 amounted to $6,310,000 against a revised appropriation of $6,175,700, for a projected deficit of $134,300.

8. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that should it adopt draft resolution A/C.4/62/L.9, an additional appropriation of $604,000 (before recosting) would be required in the proposed programme budget for the biennium 2008–2009 under section 6 (Peaceful uses of outer space) and $78,000 under section 35 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment). Under the procedures established by the General Assembly in its resolutions 41/213 of 19 December 1986 and 42/211 of 21 December 1987, those provisions would represent a charge against the contingency fund.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/217.

Document A/62/7/Add.23

Twenty-fourth report

Global Forum on Migration and Development

Programme budget implications of draft resolution A/62/L.25

[Original: English]
[11 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/19) on the programme budget implications of draft resolution A/62/L.25, concerning the Global Forum on Migration and Development.[1]

2. Under the terms of operative paragraph 1 (*a*) of draft resolution A/62/L.25, the General Assembly would request the Secretary-General to present, at the second meeting of the Global Forum on Migration and Development, to be held in Manila in 2008, an evaluation of the existing cooperation mechanisms on migration and development, in order to promote a coherent discussion of the migration phenomenon.

3. The activities by which the draft resolution would be implemented are outlined in paragraphs 5 to 7 of the statement by the Secretary-General and the related additional resource requirements are outlined in paragraph 9 thereof. Proposed modifications to the narrative of subprogramme 6 (Population) of section 9 (Economic and social affairs) of the proposed programme budget for the biennium 2008–2009 (A/62/6 (Sect. 9)) are outlined in paragraph 4 of the statement by the Secretary-General and proposed action by the General Assembly is outlined in paragraphs 9 and 10.

4. Estimated requirements for consultancy services needed to carry out an evaluation of the existing cooperation mechanisms of international migration and development amount to $US 70,000, while resource requirements for translation, printing and shipping of the evaluation report are estimated at $40,000. Thus, the estimated additional resources required under section 9 of the proposed programme budget for the biennium 2008–2009 amount to $110,000.

5. Upon enquiry, the Advisory Committee was informed that projected expenditures for the biennium 2006–2007 under section 9 (Economic and social affairs) had amounted to $152,591,900 against the revised appropriation of $157,474,100 for that section in the programme budget for the biennium, leaving an unspent balance of $4,882,200. The Advisory Committee was further informed that the provision for consultancy services under section 9 of the proposed programme budget for the biennium 2008–2009 amounted to $2,258,100, with $251,700 included under the provisions for subprogramme 6 (Population).

6. The Advisory Committee notes that, as indicated in paragraph 8 of the statement by the Secretary-General, no provision has been made in the proposed programme budget for the biennium 2008–2009 for the activities requested under operative paragraph 1 (*a*) of draft resolution A/62/L.25 and that, at the current stage, it is not possible to identify activities within section 9 of the proposed programme budget for the biennium 2008–2009 that could be terminated, deferred, curtailed or modified during the biennium in order to meet the additional requirements.

7. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that should it adopt draft resolution A/62/L.25, additional resources of $110,000 ($70,000 for consultancy services and $40,000 for translation, printing and shipping) would be required under section 9 (Economic and social affairs) of the proposed programme budget for the biennium 2008–2009.**

8. **The Advisory Committee recommends that the General Assembly request the Secretary-General to accommodate the additional requirement of $110,000 from within the overall appropriation under section 9 (Economic and social affairs) of the proposed programme budget for the biennium 2008–2009 and to report thereon in the context of his report on the programme budget performance for the biennium 2008–2009.**

Notes

[1] The draft resolution, which was revised and reissued under the symbol A/62/L.25/Rev.2, was adopted by the General Assembly on 20 June 2008 as resolution 62/270. No additional resources were required under the programme budget in respect of the revised draft resolution.

Document A/62/7/Add.24

Twenty-fifth report

New Partnership for Africa's Development: progress in implementation and international support

Programme budget implications of draft resolution A/62/L.29

[Original: English]
[13 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/20) on the programme budget implications of draft resolution A/62/L.29, entitled "New Partnership for Africa's Development: modalities, format and organization of the high-level meeting on Africa's development needs".[1]

2. As indicated in that statement, under the terms of operative paragraph 1 of the draft resolution the General Assembly would decide to hold a high-level meeting on the topic "Africa's development needs: state of implementation of various commitments, challenges and the way forward" on 22 September 2008, prior to the general debate of the sixty-third session of the Assembly. Under the terms of operative paragraph 14 of the draft resolution, the Assembly would request the Secretary-General to submit to the meeting a comprehensive report, with recommendations, on the subject (A/C.5/62/20, paras. 1 and 2).

3. The high-level meeting would be composed of four plenary meetings. The Office of the Special Adviser on Africa would be in charge of the preparation of the comprehensive report, with recommendations, in cooperation with relevant development agencies of the United Nations, the Bretton Woods institutions and other relevant regional and international financial and trade institutions (ibid., paras. 4 and 5).

4. It is evident from the statement that no additional conference-servicing resources would be required, as it is understood that the four plenary meetings would be part of the work of the General Assembly and the comprehensive report would be part of the normal documentation workload for the General Assembly. The estimated costs for the development of the comprehensive report with recommendations would amount to $US 86,000, which would cover consultancy services ($54,000), estimated on a basis of six work months at $9,000 per month, as well as travel ($32,000) for consultations with relevant stakeholders and for collecting necessary information (ibid., paras. 7–9).

5. No provision has been made in section 11 (United Nations support for the New Partnership for Africa's Development) of the proposed programme budget for the biennium 2008–2009 for the activities that would be requested under the draft resolution. At the current stage, it is not possible to identify activities within section 11 of the proposed programme budget that could be terminated, deferred, curtailed or modified. The Secretary-General has indicated that, should the General Assembly adopt draft resolution A/62/L.29, additional requirements amounting to $86,000 would arise under section 11. This would represent a charge against the contingency fund (ibid., paras. 11 and 13).

6. The Advisory Committee was informed that the need for consultancy in the preparation of the comprehensive report derives from the following factors: (*a*) the meeting would be held at the highest level, with the participation of Heads of State or Government; and (*b*) the comprehensive report would contain not only assessments and evaluations of the implementation of commitments made to Africa by the international community, including contributions to the achievement of the Millennium Development Goals, but also recommendations. Therefore, the Office of the Special Adviser on Africa would need additional support, in particular technical expertise, to strengthen its capacity for the preparation of the comprehensive report.

7. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that, should it adopt draft resolution A/62/L.29, additional requirements totalling $86,000 would be required under section 11 (United Nations support for the New Partnership for Africa's Development) of the proposed programme budget for the biennium 2008–2009. The Advisory Committee recommends approval of the additional requirements of $86,000 under section 11, as a charge against the contingency fund.**

Notes

[1] The draft resolution, which was revised and reissued under the symbol A/62/L.29/Rev.1, was adopted by the General Assembly on 4 March 2008 as resolution 62/242. The programme budget implications of draft resolution A/62/L.29 applied to the revised draft resolution as well.

Document A/62/7/Add.25

Twenty-sixth report

Revised estimates under sections 2, 23, 27, 28E and 35 and income section 1 of the programme budget for the biennium 2006–2007 and the proposed programme budget for the biennium 2008–2009 and proposal related to unforeseen and extraordinary expenses arising from the implementation of decisions of the Human Rights Council

[Original: English]
[14 December 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the revised estimates under sections 2, 23, 27, 28E and 35 and income section 1 of the programme budget for the biennium 2006–2007 and the proposed programme budget for the biennium 2008–2009 and the proposal related to unforeseen and extraordinary expenses arising from the implementation of decisions of the Human Rights Council (A/62/125). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarifications.

2. In its resolution 60/251 of 15 March 2006, the General Assembly decided to establish the Human Rights Council, based in Geneva, in replacement of the Commission on Human Rights, as a subsidiary organ of the Assembly and decided, inter alia, that the Council should undertake a universal periodic review, based on objective and reliable information, of the fulfilment by each State of its human rights obligations and commitments, and assume, review and, where necessary, improve and rationalize all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights in order to maintain a system of special procedures, expert advice and a complaint procedure. The Assembly also decided that the Council should meet regularly throughout the year and schedule no fewer than three sessions per year, including a main session, for a total duration of no less than ten weeks, and should be able to hold special sessions, when needed, at the request of a member of the Council with the support of one third of the membership of the Council.

II. Revised estimates

3. The revised estimates in document A/62/125 are submitted in response to Human Rights Council decision 3/104 of 8 December 2006, by which the Council requested the Secretary-General to report to the General Assembly at its sixty-first session on ways and means to guarantee to the Council the provision of: (*a*) conference services; (*b*) webcast transmission; (*c*) translation of documentation; and (*d*) adequate funding for unforeseen and extraordinary expenses arising from the implementation of the Council's decisions. The Advisory Committee has commented in its first report on the proposed programme budget for the biennium 2008–2009 on the timing of the submission of the revised estimates, noting that Human Rights Council decision 3/104 was adopted on 8 December 2006, and on the need to avoid a piecemeal approach to budgeting (see A/62/7 and Corr.1, para. VI.4).

4. Estimated additional requirements arising from Human Rights Council decision 3/104 total $US 8,057,000, as follows:

(*a*) A total of $4,351,500 for the biennium 2006–2007, comprising (i) $3,792,100 under section 2 (General Assembly and Economic and Social Council affairs and conference management) of the programme budget (ii) $190,700 under section 27 (Public information), (iii) $291,600 under section 28E (Administration, Geneva), and (iv) $77,100 under section 35 (Staff assessment);

(*b*) A total of $3,705,500 (before recosting) for the biennium 2008–2009, comprising (i) $1,019,700 under section 23 (Human rights) of the proposed programme budget (ii) $1,356,800 under section 27 (Public information), (iii) $952,100 under section 28E (Administration, Geneva), and (iv) $376,900 under section 35 (Staff assessment).

A. Proposals by budget section

1. Section 2 (General Assembly and Economic and Social Council affairs and conference management)

5. As indicated in paragraph 9 of the report of the Secretary-General (A/62/125), it is projected that, as from 2007, the Human Rights Council will hold an additional 10 weeks of meetings per year for a total of 20 weeks of meetings per year. For the biennium 2006–2007, a one-time requirement of $3,792,100 is estimated to supplement resources for temporary assistance for meetings for the projected additional 10 weeks of meetings in 2007. It is proposed that the additional amount be accommodated within approved available resources under section 2 and reported in the context of the second performance report for the biennium. **The Advisory Committee has no objection to this course of action**. The Advisory Committee notes that in the second performance report, reduced requirements of $15.4 million are reported for section 2 (see A/62/575, schedule 1).

6. As indicated in paragraph 13 of the report of the Secretary-General, for the biennium 2008–2009, it is anticipated that additional requirements under section 2 would result in net zero growth against the proposed programme budget for the biennium 2008–2009. The proposal includes an increase of 27 Professional posts (12 P-5, 7 P-4, 8 P-3), offset by the abolition of 12 General Service (Other level) posts and reflects the strengthening and realignment of the meetings and documentation management functions under conference management, Geneva, as well as a change in working methods. The Advisory Committee points out that while the proposal is cost-neutral for 2008–2009, as it stands, it would entail additional requirements for the biennium 2010–2011 estimated at $4,465,900 owing to the delayed impact of the 27 new posts proposed.

7. The establishment of a P-5 post is proposed for the Chief of the Meetings Management Section in view of the increased meetings workload for conference services at Geneva resulting from the expansion of the conference activities of the Human Rights Council. **The Advisory Committee is not convinced that the additional workload creates a new function that merits the establishment of a P-5 post. The Advisory Committee therefore recommends against approval of a P-5 post for the Chief of the Meetings Management Section**.

8. In paragraph 13 of the report of the Secretary-General, 20 new posts (6 P-5, 6 P-4, 8 P-3) are proposed for one additional team of interpreters. Upon enquiry as to the basis for the request for 20 interpreters, the Advisory Committee was informed that 4 interpreters each were included for Arabic and Chinese, taking into account language specificities,[1] and 3 each for English, French, Russian and Spanish. Geneva currently had four teams of interpreters on established posts under the regular budget, which are supplemented with freelancers. The Advisory Committee was further informed that while the number of freelancers available in the local market in Geneva was comparatively higher than at other duty stations, the demand had also increased, with competition from specialized agencies, programmes and other organizations for the same pool of freelance interpreters, a problem which was especially acute since some sessions of the Human Rights Council overlapped with large meetings, such as the International Labour Conference and the World Health Assembly. Moreover, many of the available freelancers had already accepted contracts from organizations with established meeting dates and thus would not be available on short notice to service the additional meetings of the Council. Given the lack of local resources, the Organization could be forced to recruit non-local freelancers, which would be costly in that it would entail travel, per diem and terminal expenses. **For the reasons given by the Secretary-**

General, as well as those cited above, the Advisory Committee is of the view that the case has been made for the establishment of one additional team of interpreters in Geneva. It therefore recommends approval of the additional 6 P-5, 6 P-4 and 8 P-3 posts requested for one additional team of interpreters.

9. As part of the proposal, the Department for General Assembly and Conference Management intends to increase its reliance on contractual translation in Geneva as a more cost-effective mode of translating certain types of documents and to address the increased documentation workload (see A/62/125, para. 13). To this end, the Secretary-General proposes the redeployment of $2.1 million in temporary assistance resources to contractual translation, as well as the establishment of one new P-4 post for the Chief of the Contractual Translation Unit and the establishment of five P-5 posts for Senior Revisers to ensure "appropriate quality control as a result of increased reliance on external translations, in accordance with section V, paragraph 10, of General Assembly resolution 61/236" (ibid., para. 13 (*b*) (ii)). The proposal also reflects reduced requirements under temporary assistance resources ($1,414,000) resulting from the realignment between temporary assistance for meetings and established capacity. As indicated in paragraph 14 of the report, cost avoidance of $969,200 is anticipated as a result of the changes to working methods.

10. **With the still relatively low volume of contractual translation in Geneva, the Advisory Committee believes that a new P-4 post for the Chief of the Contractual Translation Unit is not yet required. It therefore recommends against the establishment of a new P-4 post for the Chief of the Unit.**

11. As to the five P-5 senior reviser posts requested, the Advisory Committee notes that this is the third such request. The Advisory Committee has commented in detail concerning the requests in the proposed programme budget for seven new P-5 Senior Reviser posts for New York and five new P-4 Reviser posts for Vienna (see A/62/7 and Corr.1, paras. I.23-I.27). The Advisory Committee has also commented on the fact that the United Nations Office at Geneva, with its projection for 2008–2009 of 12 per cent contractual translation and 5 per cent off-site translation, had not taken advantage of the savings possible through external translation (ibid., para. I.51). The Advisory Committee encourages the further development of contractual translation in Geneva as a more cost-effective mode of translating certain types of documents and to address the increased documentation workload. It notes, however, from additional information provided to it that, although the number of words to be translated contractually in 2008–2009 would increase from a projected 11.9 million in the original budget submission to 21.7 million under the revised estimates, overall contractual translation is projected to increase only to 16 per cent, while off-site translation will actually decrease to 3 per cent.

12. **The Advisory Committee underlines the importance of quality control for contractual translation (see A/60/7 and Corr.1, para. I.60).** Upon request, the Advisory Committee was provided with generic job descriptions of P-5 and P-4 Reviser posts. The P-5 Senior Reviser post has, as one of its functions, the revision of translations and original summary records "dealing with subjects of an exceptionally sensitive, complex or technical nature", while the P-4 Reviser post "revises translations and original summary records dealing with a broad range of subjects dealt with by the United Nations". The Advisory Committee was informed that it was intended that urgent, politically sensitive translations would be done by more experienced, in-house translators, while lengthy documents with longer lead times would be handled by contractual translators. **The Advisory Committee considers that the question of the appropriate grade level for revisers for quality control of contractual translation should be kept under review.**

13. **In the view of the Advisory Committee, the need for quality control and the consequent request for additional resources at three duty stations for revisers and senior revisers raises the question of how best this function might be handled, taking into account the overall capacity of the Department of General Assembly and Conference Management. The Advisory Committee therefore recommends that the Department explore all viable options for quality control of contractual translation and report thereon to the General Assembly at its sixty-third session.**

14. **Pending such an analysis, the Advisory Committee recommends approval, at this stage, of temporary assistance resources equivalent to five P-5 positions for revisers at the United Nations Office at Geneva**.

2. Section 23 (Human rights)

15. Additional requirements for the biennium 2008–2009 under section 23 (Human Rights) are estimated at $1,019,700, as follows: travel of representatives from the least developed countries to attend sessions of the Human Rights Council ($94,400); five new Professional posts ($749,000); furniture and equipment ($20,800); general temporary assistance ($57,200); overtime ($10,400) and travel of staff ($87,900).

16. Five new posts (2 P-4, 2 P-3 and 1 P-2) are requested from 1 January 2008 to support the Human Rights Council. As noted in paragraph 30 of the report of the Secretary-General, this would be in addition to the proposed establishment, in a phased manner, of 36 new posts under the proposed programme budget for the biennium 2008–2009. Four posts (1 P-4, 2 P-3 and 1 P-2) are requested for Human Rights Officers to reinforce the Support and Coordination Unit in handling increased demands in the areas of planning and administration, media, information and technology support, outreach and liaison with stakeholders. A P-4 post is requested for a Human Rights Officer in the Complaint Procedure Unit to be responsible for the supervision and oversight of the operation of the complaint procedure, including interaction with external stakeholders, as well as liaison with other branches and divisions of the Office of the United Nations High Commissioner for Human Rights (OHCHR). **The Advisory Committee recommends approval of the five additional posts and the non-post resources requested**.

3. Section 27 (Public information)

17. Estimated additional resource requirements under section 27 (Public information) amount to $190,700 for the biennium 2006–2007 and $1,356,800 for the biennium 2008–2009. It is proposed to absorb the additional requirements for 2006–2007, all of which are related to press, radio, television and photographic coverage of the additional weeks of meetings of the Human Rights Council, within the resources available under section 27, to be reported in the context of the second performance report. For 2008–2009, an estimated $381,400 is required for such coverage of Council meetings. However, most of the additional requirements relate to provision for webcast transmission on a regular basis of all regular and special sessions of the Council ($975,400).

18. As noted in paragraph 41 of the report of the Secretary-General, at the request of the Human Rights Council, UN Webcast, in coordination with the United Nations Information Service at Geneva, provided live and on-demand webcast coverage of the three regular sessions and the fourth special session of the Council, held in Geneva in 2006. The cost of the webcasting was met through a combination of existing resources of OHCHR, the Division of Administration, the United Nations Office at Geneva and the Department of Public Information, and a voluntary contribution. The Advisory Committee was informed that extrabudgetary contributions had been made available for the continuation of webcasting until the end of 2007.

19. In paragraph 46 of his report, the Secretary-General describes options for handling the request made by the Human Rights Council for the continuation of webcasting in the biennium 2008–2009. The establishment of a permanent capacity at the Palais des Nations is expected to be the most practical and cost-effective in the long term, assuming that there is an expansion of the webcast delivery system at Headquarters. However, it is proposed that the implementation of that option be delayed until the biennium 2010–2011 owing to the current evolution in the television broadcast industry, which has mandated changes beginning in 2009. Furthermore, it is proposed that a study be undertaken during 2008 to determine the exact television requirements for Geneva and accurate costing for a permanent solution that would include high-definition cameras and systems and that the requirements be considered in the context of the proposed programme budget for the biennium 2010–2011. In the interim, the option of continuation of temporary capacity for webcast operation is the recommended approach. This would involve a Webcast Producer and a

Webcast Officer, both stationed at Headquarters, who would travel to Geneva to cover Council meetings. The requirements for the continuation of temporary capacity and the study to determine the permanent capacity parameters are estimated at $975,400 for 2008–2009.

20. Upon request, the Advisory Committee was provided with updated projected expenditures under section 27 (Public information) of the programme budget for the biennium 2006–2007. The revised appropriation amounted to $178,851,800, while the proposed final appropriation is $170,964,700, resulting in savings of $7,887,100. The Advisory Committee notes that in the proposed programme budget for the biennium 2008–2009 (see A/62/6 (Sect. 27)), the Secretary-General estimates requirements for section 27 at $179,349,000 (before recosting), which represents a marginal increase over the revised appropriation for 2006–2007. **The Advisory Committee notes the additional activities proposed under section 27, as described in the report of the Secretary-General, and the pragmatic approach being taken to the requirement for webcasting for the Human Rights Council. However, taking into account the overall expenditure pattern under section 27 for the current biennium, the Advisory Committee is of the opinion that no net additional resource requirements should arise under section 27 for the biennium 2008–2009**.

4. Section 28E (Administration, Geneva)

21. Additional requirements under section 28E in respect of contractual services, temporary assistance for meetings and general operating expenses relating to the servicing of an additional 10 weeks of meetings per year of the Human Rights Council are estimated at $291,600 for the biennium 2006–2007 and $952,100 for the biennium 2008–2009. The additional requirements for 2006–2007 are proposed to be met from within available resources, with actual expenditure to be reported in the context of the second performance report for the biennium 2006–2007. The Advisory Committee notes that in the second performance report, reduced requirements of $348,400 are reported for section 28E (see A/62/575, schedule 1).

22. For the biennium 2008–2009, estimated additional requirements of $952,100 relate to the following: (*a*) contractual services for sound technicians ($67,600); (*b*) temporary assistance for meetings to provide security services for meetings, messenger services and an information technology assistant ($397,800); (*c*) contractual services for support technicians ($72,500); and (*d*) common support costs for the proposed net 15 posts proposed under sections 2 and 23 of the proposed programme budget for the biennium 2008–2009 ($414,200).

23. Upon enquiry, the Advisory Committee was informed that, based on the latest understanding by the United Nations Office at Geneva that, in fact, no rental of extra space would be required, the amount of $298,400 for the cost of premises for 15 new posts would not be required. Therefore, the estimates for common support costs could be reduced by $298,400. **Moreover, as regards the remaining estimated additional requirements under section 28E, the Advisory Committee is of the opinion that no net additional requirements should arise for the biennium 2008–2009**.

B. Unforeseen and extraordinary expenses arising from the implementation of decisions of the Human Rights Council

24. In paragraphs 61 to 65 of his report, the Secretary-General makes a case for the inclusion in the biennial resolution on unforeseen and extraordinary expenses of a new paragraph authorizing the Secretary-General, subject to the Financial Regulations and Rules of the United Nations, to enter into commitments of up to $2 million during a biennium to meet unforeseen and extraordinary expenses arising from human rights measures. The Secretary-General argues that unforeseen expenses for missions of inquiry in the area of human rights under the regular budget have amounted to more than $2 million in the bienniums 2004–2005 and 2006–2007 and that, since human rights activities require urgent and timely action, it would not be appropriate to rely on extrabudgetary resources for their financing. The provision would finance the deployment of approximately four special missions mandated by the Council. The Secretary-General further

states that it has been possible to accommodate new requirements within the level of resources approved under section 23, but that this approach is not sustainable on an ongoing basis.

25. **The Advisory Committee points out that the purpose of the provision for unforeseen and extraordinary expenses is to deal with expenditures for which no provision has been made in the approved regular budget. If, on the basis of the practice of the last two bienniums, there is recurrent need for special missions in the area of human rights, then, in the interest of budgetary transparency, consideration should be given to including a provision for such requirements in both the budget outline and the proposed programme budget, akin to that used for special political missions. In the meantime, requirements for 2008–2009 relating to special human rights missions should continue to be treated as they have been in the past, that is, they should be accommodated from within the level of resources approved for the biennium 2008–2009 under section 23 and reported in the context of the performance report.**

III. Conclusion

26. The action to be taken by the General Assembly is set out in paragraph 70 of the report of the Secretary-General. **The Advisory Committee recommends that the General Assembly approve additional requirements for the biennium 2006–2007 estimated at $4,274,400 to be met from within the approved resources available under the programme budget for the biennium 2006–2007 and reported in the context of the second performance report for the biennium 2006–2007, as follows: (*a*) $3,792,100 under section 2 (General Assembly and Economic and Social Council affairs and conference management); (*b*) $190,700 under section 27 (Public information); (*c*) $291,600 under section 28E (Administration, Geneva); and (*d*) $77,100 under section 35 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment).**

27. **Taking into account its recommendations in the paragraphs above, the Advisory Committee recommends that the General Assembly approve additional resource requirements for the biennium 2008–2009 amounting to $815,000 as follows:**

(*a*) **A reduction of $369,200 under section 2 (General Assembly and Economic and Social Council affairs and conference management);**

(*b*) **An increase of $1,019,700 under section 23 (Human rights);**

(*c*) **Additional resource requirements amounting to $164,500 under section 35 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment).**

Under the procedures established by the General Assembly in its resolutions 41/213 of 19 December 1986 and 42/211 of 21 December 1987, these resource requirements would represent a charge against the contingency fund.

28. **As indicated in paragraphs 20 and 23 above, no net additional resource requirements should arise under sections 27 and 28E for the biennium 2008–2009.**

Notes

[1] Upon enquiry, the Advisory Committee was informed that Arabic and Chinese interpreters are required to work both from and into their main language. For example, when a speech is delivered in Arabic or Chinese, the interpreter will provide official interpretation into another official language (usually English or French), which the other booths will use as the source language. In order to provide the necessary coverage, three interpreters work in the booth at a time for Arabic and Chinese, as compared to two interpreters at a time for English, French, Russian and Spanish.

Document A/62/7/Add.26

Twenty-seventh report

Report of the Human Rights Council

Programme budget implications of draft resolution A/C.3/62/L.84

[Original: English]
[14 December 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/12) on the programme budget implications of draft resolution A/C.3/62/L.84 entitled "Report of the Human Rights Council".[1] During its consideration of the statement, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. In its resolution 60/251 of 15 March 2006, the General Assembly decided to establish the Human Rights Council, based in Geneva, in replacement of the Commission on Human Rights as a subsidiary organ of the Assembly and decided, inter alia, that the Council should undertake a universal periodic review, based on objective and reliable information, of the fulfilment by each State of its human rights obligations and commitments and assume, review and, where necessary, improve and rationalize all mandates, mechanisms, functions and responsibilities of the Commission, in order to maintain a system of special procedures, expert advice and a complaint procedure. The Assembly also decided that the Council should meet regularly throughout the year and schedule no fewer than three sessions per year, including a main session, for a total duration of no less than ten weeks, and should be able to hold special sessions, when needed, at the request of a member of the Council with the support of one third of the membership of the Council.

II. Statement of the programme budget implications of draft resolution A/C.3/62/L.84

3. Under the terms of draft resolution A/C.3/62/L.84, the General Assembly would, inter alia, endorse the decision of the Human Rights Council to adopt its resolution 5/1. In that resolution, the Council established the modalities for a universal periodic review mechanism, special procedures, the Human Rights Council Advisory Committee and a complaint procedure. Details concerning the requests contained in the draft resolution are set out in paragraphs 7 to 10 of the statement.

4. As indicated in paragraph 12 of the statement, overall additional requirements arising from the implementation of Human Rights Council resolution 5/1 are estimated at $US 8,147,600 for the biennium 2008–2009, as follows: $3,847,300 under section 2 (General Assembly and Economic and Social Council affairs and conference management) of the proposed programme budget; $3,149,000 under section 23 (Human rights); $353,700 under section 27 (Public information); $349,500 under section 28E (Administration, Geneva); and $448,100 under section 35 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment). The estimates contained in the statement constitute requirements over and above the provisions already made in the proposed programme budget for the biennium 2008–2009 and the report of the Secretary-General on revised estimates related to unforeseen and extraordinary expenses arising from the implementation of decisions of the Human Rights Council (A/62/125). As indicated in paragraph 14 of the statement, additional resources that will

arise for the programme budget for the biennium 2006–2007 will be absorbed within available resources approved for that biennium.

A. Additional requirements by programme budget section

Section 2 (General Assembly and Economic and Social Council affairs and conference management)

5. Additional requirements arising from the implementation of Human Rights Council resolution 5/1 under section 2 of the proposed programme budget for the biennium 2008–2009 amount to $3,847,300. The requirement is for temporary assistance for meetings for the servicing of six weeks of meetings annually of the universal periodic review mechanism working group, for a total of 60 meetings per year, with interpretation services in the six official languages and pre-session, in-session and post-session documentation to be translated into the six languages. Details are provided in paragraphs 15 to 18 of the statement.

6. In paragraphs 8 and 9 of its report on revised estimates (document A/62/7/Add.25 in the present supplement), the Advisory Committee has recommended approval of additional conference-servicing capacity relating to requirements of the Human Rights Council, namely a team of 20 interpreters and temporary assistance funding for Senior Revisers equivalent to 5 P-5 positions. **It appears to the Advisory Committee that this additional capacity could help to offset requirements to cover the meetings referred to in paragraphs 15 to 18 of the statement. Furthermore, the proposed programme budget for the biennium 2008–2009 provides for temporary assistance for meetings in Geneva. For these reasons, the Advisory Committee is of the opinion that no net additional resource requirements should arise for temporary assistance for meetings under section 2.**

Section 23 (Human rights)

7. Additional requirements of $3,149,000 are requested under section 23 for 18 new posts ($3,054,000) and furniture and equipment relating to the proposed new posts ($95,000). As indicated in paragraph 23 of the statement, it is estimated, on the basis of the estimated workload statistics of the newly mandated universal review mechanism, that 21 posts would be required at the P-4 level. However, on the basis of an assessment that some of the work can be undertaken by other branches within the organizational structure of the Office of the United Nations High Commissioner for Human Rights (OHCHR) through the use of existing resources, a total of 17 new P-4 posts is proposed. The new posts are requested in order to ensure the preparation of relevant documents for the review of each country during the sessions of the universal periodic review working group, as well as to provide support to the rapporteurs in their review and preparation of the reports of the country groups. It is expected that 48 countries will be reviewed per year. The functions of the P-4 posts are described in paragraph 24 of the statement. Upon request, the Advisory Committee was provided with an analysis of the estimated workload for the completion of a universal periodic review for one country.

8. The Advisory Committee appreciates the effort made by the Secretary-General to quantify the workload entailed in the universal periodic review process. However the Advisory Committee notes, as indicated in paragraph 2 of the statement, that the Human Rights Council is expected to continue into 2008 its review of the existing special mandates, which it began in September 2007. The Advisory Committee also notes, as indicated in paragraph 20, that, in the light of the continuing review by the Council of its subsidiary machinery in response to General Assembly resolution 60/251, a consolidated statement of requirements arising from the continuing review and of potential absorptive capacity would be provided to the Assembly.

9. **The Advisory Committee recognizes that support for the universal periodic review process is a significant new function for the Office. While it appreciates the workload analysis that has been done, the precise determination of requirements can only be known in the light of experience. The Advisory Committee believes that the universal periodic review team should be substantially assisted by the geographic and other relevant units of OHCHR.**

Furthermore, the Advisory Committee points out that the existing staff of OHCHR involved in supporting the current special mandate process may become available for the universal periodic review once the process of reviewing existing special mandates mentioned in paragraph 8 above is complete. With these considerations in mind, the Advisory Committee recommends, at this time, the establishment of 12 P-4 posts.

10. The establishment of a P-3 post is proposed to handle the development, maintenance and periodic updating of a public list of candidates for positions of special procedures mandate holders, as well as the establishment of a selection procedure for special procedures mandate holders (see A/C.5/62/12, para. 26). The requirement to identify and select candidates is not a new one. **The Advisory Committee considers that the additional tasks provided for in Human Rights Council resolution 5/1 should be accommodated within the current capacity of OHCHR. The Advisory Committee therefore recommends against approval of the proposed P-3 post.**

Section 27 (Public information)

11. Additional resources amounting to $353,700 are requested under section 27 for press, radio, television and photographic coverage of the additional meetings that will be required for the universal periodic review mechanism ($194,500) and webcasting of the meetings ($159,200). **The Advisory Committee is of the opinion that no net additional requirements should arise under section 27.**

Section 28E (Administration, Geneva)

12. Additional resources in the amount of $349,500 are requested under section 28E as follows: (*a*) $39,100 under other staff costs to cover the cost of sound technicians and provide the necessary services for meeting rooms for the additional six weeks of meetings relating to the universal periodic review mechanism; and (*b*) $310,400 to cover the cost of office space and telecommunications equipment for the 18 new posts proposed under section 23.

13. Upon enquiry, the Advisory Committee was informed that, on the basis of the latest understanding by the United Nations Office at Geneva that, in fact, no rental of extra space would be required, the amount of $276,000 for the cost of premises for 18 new posts would not be required. Therefore the estimates for common support costs could be reduced by $276,000. **Moreover, concerning the remaining estimated additional requirements, the Advisory Committee is of the opinion that no net additional requirements should arise under section 28E.**

B. Conclusion

14. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that should it adopt draft resolution A/C.3/62/L.84, an additional appropriation of $2,420,000 would be required in the proposed programme budget for the biennium 2008–2009, as follows: $2,117,600 under section 23 (Human rights) and $302,400 under section 35 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment). Under the procedures established by the Assembly in its resolutions 41/213 of 19 December 1986 and 42/211 of 21 December 1987, those resource requirements would represent a charge against the contingency fund.**

15. **As indicated in paragraphs 6, 11 and 13 above, no net additional requirements should arise under sections 2, 27 and 28E.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/219.

Document A/62/7/Add.27

Twenty-eighth report

Oceans and the law of the sea

Programme budget implications of draft resolution A/62/L.27

[Original: English]
[17 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/16) on the programme budget implications of draft resolution A/62/L.27 on oceans and the law of the sea.[1]

2. Under the terms of operative paragraphs 26, 45, 46, 47 and 49 of draft resolution A/62/L.27, the General Assembly would:

(*a*) Request the Secretary-General to convene a special Meeting of States Parties to the Convention on the Law of the Sea in New York on 30 January 2008 to fill a vacancy that occurred following the resignation of one of the members of the International Tribunal for the Law of the Sea and to convene the eighteenth Meeting of States Parties to the Convention in New York from 13 to 20 June 2008 and to provide the services required;

(*b*) Take note with concern of the information provided by the Division for Ocean Affairs and the Law of the Sea regarding the current level of staffing, as well as inadequate hardware and software available to it which are required to support the Commission on the Limits of the Continental Shelf in the fulfilment of its functions;

(*c*) Endorse in this regard the request by the Meeting of States Parties to the Convention to the Secretary-General to take timely measures, before the twenty-first session of the Commission, to strengthen the capacity of the Division, serving as the secretariat of the Commission, within overall existing resource levels, in order to ensure enhanced support and assistance to the Commission and its subcommissions, in their consideration of submissions, as required by paragraph 9 of annex III to the rules of procedure of the Commission;

(*d*) Urge the Secretary-General to continue to take all necessary actions to ensure that the Commission can fulfil the functions entrusted to it under the Convention;

(*e*) Approve the convening by the Secretary-General of the twenty-first and twenty-second sessions of the Commission in New York from 17 March to 18 April and from 11 August to 12 September 2008, respectively, on the understanding that the following periods will be used for the technical examination of submissions at the Geographic Information System laboratories and other technical facilities of the Division: 17 to 28 March; 14 to 18 April; 11 to 15 August; and 2 to 12 September 2008.

3. The relationship of the requests to the programme of work for the biennium 2008–2009 is outlined in paragraphs 2 and 3 of the statement by the Secretary-General. The activities by which the draft resolution would be implemented are outlined in paragraphs 4 to 8 of the statement by the Secretary-General and the related estimated resource requirements are set out in paragraphs 9 to 11.

4. As indicated in paragraph 12 of the statement by the Secretary-General, no provision has been made in the proposed programme budget for the biennium 2008–2009 in relation to the activities that would be decided under operative paragraphs 26, 45, 46, 47 and 49 of draft resolution A/62/L.27. The Secretary-General also indicated that, at the current stage, it is not possible to identify activities in section 2 (General Assembly and Economic and Social Council affairs and conference management), section 8 (Legal affairs) and section 28D (Office of Central Support Services) of the proposed programme budget for the biennium 2008–2009 that could be

terminated, deferred, curtailed or modified during the biennium and that it would therefore be necessary that additional resources be provided through an additional appropriation. In paragraph 13, however, he indicates that efforts would be made to meet the additional requirements under section 2 and section 28D from within the provisions of the proposed programme budget for the biennium 2008–2009 under those sections.

5. Estimated requirements of $US 1,962,100 would therefore arise under section 8 (Legal affairs) of the proposed programme budget for the biennium 2008–2009, for a one-time provision for the acquisition of specialized GIS software ($1,241,600), data-processing services ($302,600), related training ($192,000) and related support to data-processing infrastructure ($225,900).

6. Upon enquiry, the Advisory Committee was informed that the 1982 United Nations Convention on the Law of the Sea[2] provides that where a coastal State intends to establish the outer limits of its continental shelf beyond 200 nautical miles, it shall submit particulars of such limits to the Commission on the Limits of the Continental Shelf along with supporting scientific and technical data within 10 years of the entry into force of the Convention for that State. Accordingly, several coastal States will make their submissions by 13 May 2009. So far nine submissions have been made and 30 more States have indicated that they intend to make their submissions by that date. The workload of the Commission will therefore increase significantly. The Advisory Committee was also informed that, as a result, the requirement of the necessary hardware, software and personnel for the Division for Ocean Affairs and the Law of the Sea to service the work of the Commission, whose twenty-first session which is scheduled to be held from 17 March to 18 April 2008, is of the utmost urgency for the discharge of the Commission's functions.

7. The Advisory Committee was further informed that, through efforts undertaken within the Office of Legal Affairs, the Secretariat was in a position to cover some of the related needs, but that, in order to examine the scientific and technical data and information provided by the submitting States, a number of sophisticated software packages are required. The Advisory Committee was informed that the proposed programme budget for the Division for Ocean Affairs and the Law of the Sea for the biennium 2008–2009 does not include provision for the software and appropriate licensing and for data server and other related services, including the network services, to ensure business continuity of the Commission.

8. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that, should it adopt draft resolution A/62/L.27, additional requirements totalling $1,962,100 would be required under section 8 (Legal affairs) of the proposed programme budget for the biennium 2008–2009. The Advisory Committee recommends approval of the additional requirements of $1,962,100 under section 8 as a charge against the contingency fund.**

Notes

[1] The General Assembly adopted the draft resolution on 22 December 2007 as resolution 62/215.

[2] United Nations, *Treaty Series*, vol. 1833, No. 31363.

Document A/62/7/Add.28

Twenty-ninth report

Global efforts for the total elimination of racism, racial discrimination, xenophobia and related intolerance and the comprehensive implementation of and follow-up to the Durban Declaration and Programme of Action

Programme budget implications of draft resolution A/C.3/62/L.65/Rev.1, as orally revised

[Original: English]
[18 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/21) on the programme budget implications of draft resolution A/C.3/62/L.65/Rev.1, as orally revised.[1]

2. Under the terms of operative paragraphs 38, 46, 50 and 52 of the revised draft resolution, the General Assembly would:

(*a*) Request the Secretary-General to provide the necessary resources for the effective fulfilment of the mandates of the Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action, the Working Group of Experts on People of African Descent and the group of independent eminent experts on the implementation of the Durban Declaration and Programme of Action;

(*b*) Request the Secretary-General to provide the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance with all the necessary human and financial assistance to carry out his mandate efficiently, effectively and expeditiously and to enable him to submit a report to the Assembly at its sixty-third session;

(*c*) Welcome the report of the Preparatory Committee for the Durban Review Conference on its organizational session and underline that the Preparatory Committee should, at its first substantive session, in accordance with its decision PC.1/14 of 31 August 2007, discuss, inter alia, the organization of the work of the Durban Review Conference and other matters, including the allocation of funding from the regular budget of the United Nations for the convening of the Conference in 2009;

(*d*) Request the Secretary-General to allocate adequate funds from the regular budget of the United Nations for expenses not covered in Preparatory Committee decision PC.1/12 of 31 August 2007 to facilitate the participation of all the relevant special procedures and mechanisms of the Human Rights Council in the meetings of the Preparatory Committee and regional preparatory conferences.

3. As indicated in paragraph 2 of the statement, the Secretary-General had indicated in an earlier report (A/61/530/Add.1) that, under the terms of Human Rights Council resolution 3/2 of 8 December 2006, the Council would act as Preparatory Committee for the Durban Review Conference, that it was estimated that the requirements to support the preparatory process would be absorbed in the provisions of the programme budget for the biennium 2006–2007 and that the estimated requirements for the biennium 2008–2009 would be considered in the context of the proposed programme budget for the biennium.

4. As indicated in paragraph 5 of the statement, requirements relating to the requests contained in paragraphs 2 (*a*) and (*b*) above would be met from within the provisions in the proposed programme budget for the biennium 2008–2009. Regarding the requirements for the requests contained in paragraphs 2 (*c*) and (*d*) above, as indicated in paragraphs 6, 8, 9, 12 and 13 of the statement, their implementation would entail additional resources of up to $US 6,794,700 under the proposed programme budget for 2008–2009, including $4,895,900 under section 2 (General

Assembly and Economic and Social Council affairs and conference management), and $1,898,800 under section 23 (Human rights). As indicated in paragraph 14 of the statement, it is not possible at this stage to identify activities within sections 2 and 23 of the proposed programme budget that could be terminated, deferred, curtailed or modified during the biennium in order to meet the additional requirements. As indicated in paragraph 8 of the statement, these estimates are preliminary, as consultations with all relevant implementing offices are still ongoing. Upon enquiry, the Advisory Committee was provided with information on the preliminary estimated additional resources that would arise as outlined in paragraph 6 of the statement (see annex to the present document).

5. **The Advisory Committee recommends that the Fifth Committee inform the General Assembly that, should it adopt draft resolution A/C.3/62/L.65/Rev.1 as orally revised, estimated additional requirements for the biennium 2008–2009 of up to $6,794,700 would be required over and above the level of resources set out in the proposed programme budget under sections 2 ($4,895,900) and 23 ($1,898,800), representing a charge against the contingency fund.**

6. **The Advisory Committee recommends that the General Assembly take note of these preliminary estimates. Upon the conclusion of discussions and negotiations and the determination of the structure of the Durban Review Conference, including the regional preparatory meetings, detailed information on financial implications will be submitted.**

Notes

[1] The General Assembly adopted the draft resolution, as orally revised, on 22 December 2007 as resolution 62/220.

Annex

Detailed information on the preliminary estimate of additional resources that would arise should the General Assembly adopt draft resolution A/C.3/62/L.65/Rev.1, as orally revised

1. With regard to paragraph 6 (*a*) of the statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/62/21) on the programme budget implications of draft resolution A/C.3/62/L.65/Rev.1, as orally revised, concerning conference services for the open-ended intergovernmental working group to follow up the work of the Preparatory Committee, (see A/62/375, annex I, decision PC.1/10, subparagraph (*b*)), it is envisaged that the working group will meet for 10 days in 2008, holding 2 meetings per day, for a total of 20 meetings, with simultaneous interpretation in the six official languages of the United Nations. Documentation requirements are tentatively estimated at 1,000 pages of pre-session documents, 23 pages of in-session documents and 23 pages of post-session documents to be issued in the six official languages (see table 1).

Table 1

Estimated requirements for the intergovernmental working group

(United States dollars)

Section 2 (General Assembly and Economic and Social Council affairs and conference management)		
Meeting services		158 000
Pre-session documentation		1 399 800
In-session documentation		31 400
Post-session documentation		31 400
Other		5 100
	Subtotal	**1 625 700**
Section 28E (Administration, Geneva)		
Support services		6 900
	Total	**1 632 500**

2. With regard to paragraph 6 (*b*) of the statement concerning additional support staff to service the working group, the amount of $837,000 included the following:

(*a*) General temporary assistance requirements for one P-4 post for 18 months to provide substantive support to the working group in all its activities and tasks in relation to the preparation and organization of and reporting on the negotiations with a view to consolidating the draft outcome document for the Durban Review Conference and liaison with all the stakeholders and other interested and concerned parties, as well as with the concerned United Nations entities, including conference services ($267,300);

(*b*) General temporary assistance requirements for one P-4 post for 18 months to provide substantive and technical assistance to the working group in following up the work of the Preparatory Committee and to receive, review, analyse, and prepare a summary of written contributions received from Member States and all other stakeholders in response to a questionnaire requested by the Preparatory Committee and to report thereon to the Preparatory Committee, as foreseen in decision PC.1/10 of 31 August 2007 ($267,300);

(*c*) General temporary assistance requirements for two General Service staff to provide secretarial assistance in preparing the documentation, organizing the files, arranging meeting rooms and making copies of documentation and reference materials required for the negotiations and for all working group meetings, including as requested by Member States, as well as revising, updating and distributing the conference documents to the meeting participants ($302,400).

3. The temporary assistance described above is required in order to ensure the provision of secretariat support to the working group in its negotiations conducted with a view to consolidating the draft outcome document, as foreseen in operative paragraph 52 of draft resolution A/C.3/62/L.65/Rev.1, as orally revised, as well as to assist the working group in following up the work of the Preparatory Committee, reviewing written contributions and reporting thereon to the Preparatory Committee, as foreseen in decision PC.1/10.

4. With regard to requirements outlined in paragraph 6 (*c*) of the statement, it should be noted that in subparagraph (*a*) of its decision PC.1/12 (ibid., annex I), the Preparatory Committee requested the Secretary-General to provide the necessary resources for the preparations for the Durban Review Conference and to consider providing, as appropriate, the necessary financial and technical assistance for the convening of regional preparatory meetings, according to established practices.

5. It is envisaged that the regional preparatory conferences, with exact venues (five locations) to be determined, would each be held for three days in 2008, with two meetings per day, for a total of six meetings, with simultaneous interpretation in the official languages of the United Nations that are appropriate to the respective regional constituents. Documentation requirements are tentatively estimated, but not yet confirmed, at 800 pages of pre-session documents and 20 pages of post-session documents to be issued in the official languages of the United Nations that are appropriate to the respective regional constituents. The estimates for four of the venues used for costing purposes, namely Pretoria, Bangkok, Moscow and Brasilia, are based on preliminary indications from Governments interested in hosting the meetings. The costings for Vienna, however, are based on the assumption that another country in the region will offer to host one of the meetings. The total estimates are anticipated to be lower if offers of Governments to host such regional preparatory conferences are approved by the General Assembly, in which case, in accordance with established practice, some of the costs would be borne by the host Government pursuant to General Assembly resolution 40/243 of 18 December 1985 (see table 2).

Table 2

Indicative estimates for regional preparatory conferences

(United States dollars)

	Pretoria	*Bangkok*	*Moscow*	*Brasilia*	*Vienna*	**Total**
Section 2 (General Assembly and Economic and Social Council affairs and conference management)						
Meeting services	97 000	60 000	35 500	79 500	40 300	**312 300**
Pre-session documentation	860 000	408 300	343 600	672 700	514 300	**2 798 900**
In-session documentation	—	—	—	—	—	—
Post-session documentation	26 800	27 700	26 700	26 700	27 700	**135 600**
Other	1 500	800	1 500	1 500	1 500	**6 800**
Subtotal	**985 300**	**496 800**	**407 300**	**780 400**	**583 800**	**3 253 600**
Section 28E (Administration, Geneva)						
Support services	—	17 000	—	—	—	**17 000**
Total	**985 300**	**513 800**	**407 300**	**780 400**	**583 800**	**3 270 600**

6. With regard to the requirements set out in paragraph 6 (*d*) of the statement, an amount of $825,100 is estimated for travel requirements for the participation of all the relevant special procedures and mechanisms of the Human Rights Council in the meetings of the Preparatory Committee and regional preparatory conferences (see table 3).

Table 3

Indicative estimates for the travel of 16 experts to the regional preparatory conferences

(United States dollars)

	Geneva	*Pretoria*	*Bangkok*	*Moscow*	*Brasilia*	*Vienna*	**Total**
Travel	160 000	80 000	80 000	80 000	80 000	80 000	**560 000**
Daily subsistence allowance	140 800	15 000	18 200	35 800	29 600	25 700	**265 100**
Total	**300 800**	**95 000**	**98 200**	**115 800**	**109 600**	**105 700**	**825 100**

7. With regard to the requirements set out in paragraph 6 (*e*) of the statement on holding the first substantive session of the Preparatory Committee in April and May 2008 in line with decision PC.1/15 of 31 August 2007 of the Preparatory Committee (ibid.), this represents a deviation from the terms of paragraph 2 of Human Rights Council resolution 3/2, in which the Council decided that the Preparatory Committee would hold two substantive sessions of 10 working days each during 2007 and 2008 in Geneva ($260,000).

8. It is envisaged that the first substantive session of the Preparatory Committee will meet for 10 days in April 2008, with 2 meetings per day, for a total of 20 meetings, with simultaneous interpretation in the six official languages of the United Nations. Documentation requirements are tentatively estimated at 20 pages of pre-session documents, 20 pages of in-session documents and 20 pages of post-session documents to be issued in the six official languages. The estimates are detailed in table 4 below (see also A/61/530/Add.1).

Table 4

Estimated requirements for the first substantive session of the Preparatory Committee

(United States dollars)

Section 2 (General Assembly and Economic and Social Council affairs and conference management)		
Meeting services		162 700
Pre-session documentation		30 200
In-session documentation		28 400
Post-session documentation		26 700
Other		5 100
	Subtotal	**253 100**
Section 28E (Administration, Geneva)		
Support services		6 900
	Total	**260 000**

9. With regard to the requirements set out in paragraph 6 (*f*) of the statement concerning travel requirements for staff to service the meetings of the regional preparatory conferences ($236,600), the indicative costing is provided in table 5 below.

Table 5

Indicative requirements for travel of staff to the regional preparatory conferences

(United States dollars)

	Pretoria	*Bangkok*	*Moscow*	*Brasilia*	*Vienna*	Total
Travel	38 000	35 000	7 000	44 000	4 900	**128 900**
Daily subsistence allowance	12 900	14 800	37 000	21 100	21 900	**107 700**
Total	**50 900**	**49 800**	**44 000**	**65 100**	**26 800**	**236 600**

Document A/62/7/Add.29

Thirtieth report

Estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council

[Original: English]
[14 December 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on estimates in respect of special political missions, good offices and other initiatives authorized by the General Assembly and/or the Security Council (A/62/512 and Add.1–3, Add.4 and Corr.1 and Add.5). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. In paragraph 30 of his report (A/62/512), the Secretary-General proposed that the General Assembly approve a charge totalling $US 587,045,200 (net) against the provision for special political missions requested under section 3 (Political affairs) of the proposed programme budget for the biennium 2008–2009. The Advisory Committee recalls that the Assembly, in its resolution 61/254 of 22 December 2006, endorsed the recommendation of the Advisory Committee contained in paragraph 11 of its report (A/61/615) for a preliminary estimate of some $4,220 million for the biennium 2008–2009. This estimate included a provision of $604,060,100 for the special political missions related to peace and security that are expected to be extended into or approved during the course of the biennium 2008–2009.

3. The report of the Secretary-General under consideration includes the requirements for a total of 26 special political missions authorized by the General Assembly and/or the Security Council as well as resource requirements related to the proposed provision of safe and secure facilities for the United Nations Assistance Mission for Iraq (UNAMI) in Baghdad. Of that total, the requirements relate to 25 political offices, peacebuilding missions and sanctions panels authorized by the Council and one political mission authorized by the Assembly. In connection with the latter, the Advisory Committee recalls that the requirements for the Special Envoy of the Secretary-General for Myanmar were submitted to the Assembly in the context of the pertinent statement of programme budget implications (A/C.5/62/13) and in document A/62/7/Add.18 in the present supplement; they are included in the report of the Secretary-General (A/62/512/Add.1), in line with the Advisory Committee's request to consolidate the overall resources for all special political missions (see A/57/7 and Add.1-27, document A/57/7/Add.17, para. 5).

4. The Advisory Committee notes from the report of the Secretary-General (A/62/512, para. 6) that the mandates of four missions (the United Nations Tajikistan Office of Peacebuilding, the Office of the Special Representative of the Secretary-General for the Great Lakes Region, the Special Adviser to the Secretary-General on Africa[1] and the Office of the Representative of the Secretary-General to the International Advisory and Monitoring Board) were liquidated in 2007.

5. The Advisory Committee also notes that, of the 26 missions discussed in the report of the Secretary-General, 6 have open-ended mandates, 10 have mandates of various dates, ranging from January to October 2008, 1 is under consideration by the General Assembly and 9 have mandates expiring in December 2007 (ibid., para. 3). The Secretary-General indicated that, for the purposes of these estimates, it is assumed that all the missions that have not yet been extended will be extended for periods similar to those approved for 2007 (ibid., para. 4). He also indicated that the

provisions for the United Nations Mission in Nepal (UNMIN) for 2008 relate to liquidation requirements of up to seven months (ibid., para. 5).

6. The Secretary-General further indicated (ibid.) that, at the time of finalization of his report, the future status of the Office of the Special Envoy of the Secretary-General for the future status process for Kosovo was not clear. Accordingly, no provision was made for this mission in 2008. With regard to UNMIN, in the absence of a clear indication as to its future, the provisions contained in the report relate to liquidation requirements of up to seven months. According to the Secretary-General, new mandates for 2008 may arise for the Special Envoy of the Secretary-General for the Lord's Resistance Army-affected areas and the Joint Mediation Support Team for Darfur. No provision was made for this in the report. The Advisory Committee notes that any requirements arising out of the establishment of such mandates will be submitted to the General Assembly in a separate report at a later date, in accordance with established procedures.

II. General considerations and recommendations

7. The Advisory Committee points out that its review of this subject was hindered by the late submission of some of the documentation on this subject, with an advance copy of the overview document (A/62/512) being received only on 29 November 2007. As a result, hearings had to begin before it had a full picture of requirements in this area. The last of the additional information requested by the Advisory Committee was received only on 11 December. **In order to ensure that the General Assembly has sufficient time and information available when considering this important subject, the Advisory Committee recommends that future budget reports on special political missions be submitted in all official languages no later than the first week of November.**

8. The Advisory Committee welcomes the improvements in the results-based budget submission for special political missions as well as the presentation of the proposals in thematic clusters and the separate treatment of the larger missions – the United Nations Assistance Mission in Afghanistan (UNAMA) and UNAMI – in view of their size and complexity, as it requested (see A/60/7/Add.1–42, document A/60/7/Add.37, para. 11). The three thematic clusters are:

(*a*) Thematic cluster I. Special and personal envoys, special advisers and personal representatives of the Secretary-General and the Office of the United Nations Special Coordinator for Lebanon (A/62/512/Add.1);

(*b*) Thematic cluster II. Sanctions monitoring teams, groups and panels (A/62/512/Add.2);

(*c*) Thematic cluster III. United Nations offices, peacebuilding support offices, integrated offices and commissions (A/62/512/Add.3).

9. **While the Advisory Committee notes the improvements in the budget presentation for special political missions, it is of the opinion that there is room for further improvement in explaining the role of various departments and offices of the Secretariat, regional partners, peacekeeping operations, and funds and programmes and other entities of the United Nations system in providing support to special political missions. In the view of the Advisory Committee, the information on the development of a methodology for support arrangements to special political missions contained in the report of the Secretary-General (see A/62/512, paras. 16–20) is unclear. It is therefore premature, at this stage, to draw any conclusions based on the preliminary aspects of the methodology envisaged, including the reference to 51 additional posts, comprising 25 posts for the Department of Political Affairs and 26 posts for the Department of Field Support (ibid., para. 19). The Advisory Committee expects that the methodology for support arrangements to special political missions, which is being developed, will take full account of recent measures, such as strengthening the capacity of the United Nations to manage and sustain peace operations (see General Assembly resolution 61/279 of 29 June 2007) and such decisions as may be taken by the Assembly on proposals for strengthening the Department of Political Affairs, as well as**

lessons learned in supporting peacekeeping operations. The Advisory Committee intends to revert to this matter in the course of its review of a proposal on this matter that will be presented to the Assembly at a later date.

10. **As regards the support and management of field operations, the Advisory Committee draws attention to the parallel structures that exist in the Department of Peacekeeping Operations and the Department of Political Affairs. Both Departments can be assigned as lead departments for the political and substantive operations of field missions. Consequently, there may be duplication and overlap of functions such as planning for the establishment of new field missions and provision of political and substantive direction. Furthermore, the basis upon which lead responsibility for a particular mission is assigned to the Department of Peacekeeping Operations or to the Department of Political Affairs is not clear.** In this connection, the Advisory Committee recalls that, in its audit of the management of special political missions by the Department of Political Affairs (A/61/357), the Office of Internal Oversight Services pointed out that there were no clear criteria or transparent decision-making mechanisms to determine the lead department for special political missions and that such a situation increased the risk of misunderstandings among the parties involved concerning their roles and responsibilities.

11. The issue of support for special political missions and coordination between the Department of Political Affairs and the Department of Peacekeeping Operations was not addressed in any depth in the comprehensive report of the Secretary-General on strengthening the capacity of the United Nations to manage and sustain peace operations (A/61/858 and Corr.1). The Advisory Committee intends to revert to this subject in the context of its consideration of the Secretary-General's proposals related to the strengthening of the Department of Political Affairs (see A/62/521 and Corr.1).

12. **The Advisory Committee is of the view that reporting lines both within the areas where special political missions conduct their activities and with Headquarters in New York should be more clearly defined.** Upon enquiry, it was provided with information on titles of personal envoys/special advisers and their grade levels, as follows:

(*a*) Representatives of the Secretary-General serve at his discretion at the level and title designated by him. Such designation can be prescribed by the Security Council or the General Assembly. Often the Secretary-General advises the Security Council of the appointment of his special representatives for Security Council-mandated peacekeeping and peacebuilding missions;

(*b*) Special Representatives of the Secretary-General are usually designated at the Under-Secretary-General level as heads of field missions, in accordance with a Security Council or General Assembly mandate (for example the Special Representatives of the Secretary-General for Iraq and Afghanistan). Deputy Representatives of the Secretary-General are appointed at the Assistant Secretary-General level or lower;

(*c*) Special Envoys of the Secretary-General are assigned at the Under-Secretary-General level to undertake special missions relating to matters of which the Security Council or the General Assembly are seized (for example the Special Envoy of the Secretary-General for the implementation of Security Council resolution 1559 (2004)). Envoys of the Secretary-General are assigned at the Assistant Secretary-General level or lower;

(*d*) Personal Representatives of the Secretary-General are assigned at any level to attend specific international conferences, meetings and negotiations on behalf of the Secretary-General;

(*e*) Special Advisers to the Secretary-General, normally at the Under-Secretary-General or Assistant Secretary-General level, are assigned to advise the Secretary-General in regard to specific subject matters on an ad hoc basis, normally from United Nations Headquarters (for example the Special Adviser to the Secretary-General on the Prevention of Genocide);

(*f*) All of the above can serve either full time or when actually employed, depending on the requirements, as determined by the Secretary-General.

13. With regard to the estimated requirements for the Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities, the Advisory Committee recalls that, in its resolution 60/1 of 16 September 2005, the General Assembly set out the policy framework for the responsibility to protect populations from genocide, war crimes, ethnic cleansing and crimes against humanity and fully supported the mission of the Special Adviser to the Secretary-General on the Prevention of Genocide. In his report of 30 October 2007, the Secretary-General indicated that he had appointed a new Special Adviser on the Prevention of Genocide and Mass Atrocities at the end of May 2007 and that it was proposed to establish that position at the Under-Secretary-General level (see A/62/512/Add.1, paras. 28-38). It was also indicated that, to complement the work of the Special Adviser on the Prevention of Genocide and Mass Atrocities, the Secretary-General had decided to appoint a Special Adviser for the Responsibility to Protect at the Assistant Secretary-General level.

14. In this connection, the Advisory Committee notes that, in a letter dated 31 August 2007,[2] the Secretary-General informed the President of the Security Council that he had appointed a new Special Adviser on the Prevention of Genocide and Mass Atrocities on a full-time basis, having also decided to change his title. In addition, he indicated that he intended to designate a Special Adviser for the Responsibility to Protect at the Assistant Secretary-General level on a part-time basis, working under the overall guidance of the Special Adviser on the Prevention of Genocide and Mass Atrocities. In his reply dated 7 December 2007,[3] the President of the Security Council indicated, inter alia, that the members of the Security Council had taken note of the Secretary-General's intention to appoint a Special Adviser for the Responsibility to Protect. With respect to the Secretary-General's intention to appoint a full-time successor to the former Special Adviser on the Prevention of Genocide and to request from the General Assembly an upgrade of the position to the Under-Secretary-General level, he indicated that the members of the Council, being disposed to consider the Secretary-General's proposals favourably, would welcome an outline of the new mandate and further details on the implications of the change in title. Upon enquiry, the Advisory Committee was informed that the functions envisaged in the original mandate of the Special Adviser on the Prevention of Genocide remain unchanged and are fully applicable to the Special Adviser on the Prevention of Genocide and Mass Atrocities.

15. The Advisory Committee notes that this information, including the proposed full- and part-time natures of the Under-Secretary-General and Assistant Secretary-General positions, is not fully reflected in the report of the Secretary-General (A/62/512/Add.1). **The Advisory Committee considers that a decision on the Secretary-General's proposal to upgrade the position of the Special Adviser on the Prevention of Genocide and Mass Atrocities from the Assistant Secretary-General level to the Under-Secretary-General level and to establish an Assistant Secretary-General-level position for the Special Adviser for the Responsibility to Protect is a policy matter that should be decided by the General Assembly. In this connection, the Advisory Committee recommends that fuller information be provided to the Assembly. Consideration of the related resources would depend on this decision by the Assembly.**

16. With regard to the Secretary-General's proposals for the United Nations Regional Centre for Preventive Diplomacy for Central Asia (UNRCCA), the Advisory Committee is aware that the Secretary-General is proposing the establishment of regional offices in several locations in the context of his proposals for the strengthening of the Department of Political Affairs (see A/62/521 and Corr.1). The Advisory Committee is of the view that the organization and financing arrangements for the Regional Centre should be considered in the context of the Secretary-General's proposals for the strengthening of the Department of Political Affairs. Accordingly, it does not recommend approval of the related resources under the provision for special political missions.

III. Specific recommendations on resource requirements

17. A summary of the estimated costs of activities of the 26 special political missions for 2008, with the periods covered in the proposed budget, mandates and expiry dates, is contained in table 1 of the report of the Secretary-General (A/62/512). The total estimated requirements for the period from 1 January to 31 December 2008 amount to $587,045,200, with the requirements for the two largest missions, UNAMA ($80.9 million) and UNAMI ($151.1 million), accounting for over $232 million, or 39.5 per cent of the total resources proposed. In addition, the Secretary-General estimates that a provision of $180.2 million would be required for the proposed construction of safe and secure facilities for UNAMI in Baghdad (see para. 87 below).

18. The Advisory Committee notes from table 2 of the report (ibid.) that, for the biennium 2006–2007, expenditures are estimated at $624,621,400 (net), compared with the appropriation of $684,728,200 (net). This would result in an unencumbered balance of $60,106,800 (net) at the end of 2007. The largest amounts of the unencumbered balance are projected under operational costs ($28.4 million), civilian personnel costs ($21.9 million) and military and police personnel ($9.7 million). **Notwithstanding the overall projected unencumbered balances, the Advisory Committee notes with concern that travel budgets show cost overruns for almost all missions.** Other comments and observations on the implementation of the budget for the biennium are provided, where appropriate, as part of the analysis of resource requirements for individual missions.

19. Staffing resources proposed for 2008 total 3,997 positions, as compared to 5,207 authorized for 2007. The two largest missions, UNAMA and UNAMI, account for 2,624 positions, or 66 per cent of the total proposed for 2008 (ibid., table 3). The net decrease of 1,210 positions includes the decrease of 482 positions pertaining to missions that were transformed into peacekeeping operations or other operations. The proposed staffing, by cluster, reflects the following changes in overall positions:

(*a*) Thematic cluster I – an increase of 57 positions;

(*b*) Thematic cluster II – an increase of 1 position;

(*c*) Thematic cluster III – a reduction of 786 positions.

Detailed information, comments and recommendations on the proposed staffing for special political missions for 2008 are provided, where appropriate, as part of the analysis of resource requirements for individual missions.

20. **The Advisory Committee notes that the proposed staffing for special political missions includes a number of additional positions in the category of local staff, both National Professional Officers and General Service staff. Some of the additional positions are proposed in conjunction with the proposed abolition of international positions. Having reviewed the proposed additional local positions and in view of its long-standing position on building national capacity, the Advisory Committee recommends their acceptance, subject to specific recommendations on individual missions in the paragraphs below, as appropriate. At the same time, it draws the attention of the Secretariat to the high level of vacancies in the category of national staff in a number of missions. The Advisory Committee expects that increased efforts will be made to expedite recruitment of staff for special political missions. Its comments and recommendations on the proposed staffing for special political missions in the paragraphs below concentrate, as appropriate, on international positions.**

A. Thematic cluster I

Special and personal envoys, special advisers and personal representatives of the Secretary-General and Office of the United Nations Special Coordinator for Lebanon

21. The estimated requirements for 2008 for special political missions grouped under cluster I amount to $11,940,800 (net). Table 1 provides a breakdown of projected expenditures as at

31 December 2007 and the estimated requirements for 2008 by mission and allows for a comparison between total requirements for 2008 and total requirements for 2007.

Table 1

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
Mission	*Appropriations* *(1)*	*Estimated expenditures* *(2)*	*Variance* *(3)=(1)-(2)*	*Total requirements* *(4)*	*Non-recurrent requirements* *(5)*	*Total requirements 2007* *(6)*	*Variance 2007–2008* *(7)=(4)-(6)*
Special Envoy of the Secretary-General for Myanmar	220.9	218.4	2.5	781.9	19.3	198.4	583.5
Special Adviser to the Secretary-General on Cyprus	424.2	52.1	372.1	298.5	—	399.6	(101.1)
Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities	1 722.6	1 299.5	423.1	1 902.9	49.0	1 082.5	820.4
Personal Envoy of the Secretary-General for Western Sahara	635.7	623.2	12.5	867.4	—	352.8	514.6
Special Envoy of the Secretary-General for the implementation of Security Council resolution 1559 (2004)	1 754.8	1 135.3	619.5	931.0	—	1 091.7	(160.7)
Office of the United Nations Special Coordinator for Lebanon	4 284.1	4 830.7	(546.6)	7 159.1	929.2	3 084.2	4 074.9
Total	**9 042.3**	**8 159.2**	**883.1**	**11 940.8**	**997.5**	**6 209.2**	**5 731.6**

22. The approved budget positions under cluster I for 2007, the vacancy situation as at 26 November 2007 and the Secretary-General's proposals for 2008 are summarized in table 2. **The Advisory Committee recommends the continuation in 2008 of positions approved under cluster I for 2007, as adjusted by the proposed abolition of positions for which it recommends approval. The recommendation on the proposed positions of locally recruited staff is contained in paragraph 20 above. As regards new international positions and reclassifications, the observations and recommendations of the Advisory Committee are contained in the paragraphs below.**

Table 2

Mission	*Approved for 2007*	*Vacant positions*	*Proposed for 2008*	*New positions*	*Abolitions*	*Reclassifications*
Special Envoy of the Secretary-General for Myanmar	2 (1 USG, 1 LL)	2 (1 USG, 1 LL)	3 (1 USG, 1 P-4, 1 GS (OL))	2 (1 P-4, 1 GS (OL))	1 (1 LL)	—
Special Adviser to the Secretary-General on Cyprus	3 (1 USG, 1 P-4, 1 GS (OL))	3 (1 USG, 1 P-4, 1 GS (OL))	3 (1 USG, 1 P-4, 1 GS (OL))	—	—	—
Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities	4 (1 ASG, 2 P-4, 1 GS (OL))	—	8 (1 USG, 1 ASG, 1 P-5, 2 P-4, 1 P-3, 2 GS (OL))	4 (1 USG, 1 P-5, 1 P-3, 1 GS (OL))	—	—
Personal Envoy of the Secretary-General for Western Sahara	1 (1 USG)	—	1 (1 USG)	—	—	—
Special Envoy of the Secretary-General for the implementation of Security Council resolution 1559 (2004)	2 (1 USG[a] 1 P-4, 1 GS (OL))	—	2 (1 USG[a] 1 P-4, 1 GS (OL))	—	—	—
Office of the United Nations Special Coordinator for Lebanon	28 (1 USG, 2 P-5, 1 P-4, 3 P-3, 5 FS, 1 GS (OL), 15 LL)	3 (1 P-5, 2 LL)	80 (1 USG, 1 ASG, 1 D-1, 3 P-5, 2 P-4, 3 P-3, 2 P-2, 8 FS, 2 GS (OL), 2 NO, 55 LL)	52 (1 ASG, 1 D-1, 1 P-5, 1 P-4, 2 P-2, 3 FS, 1 GS (OL), 2 NO, 40 LL)	—	1 (1 P-3 to P-5)

[a] Not included in the staff table, as the Under-Secretary-General is engaged at a salary of $1.00 per year.

Comments and recommendations on positions

New positions

23. *Two international positions (1 P-4 and 1 General Service (Other Level)) are proposed for the Office of the Special Envoy of the Secretary-General for Myanmar (see A/62/512/Add.1, para. 13).* The Advisory Committee notes that the proposal for a new General Service (Other level) position reflects a conversion of the existing Local level position. **Taking into account the justification provided in support of the proposed establishment of these positions, the Advisory Committee recommends acceptance of the Secretary-General's proposals.**

24. *Four international positions (1 Under-Secretary-General, 1 P-5, 1 P-3 and 1 General Service (Other Level)) are proposed for the Office of the Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities (ibid., paras. 37 and 38).* The Advisory Committee notes that the P-5 position is proposed to ensure effective coordination between the Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities and the Special Adviser for the Responsibility to Protect. The proposed P-3 and General Service

(Other Level) positions are closely related to the proposal concerning the position of the Special Adviser for the Responsibility to Protect. **The establishment of these posts will depend on the decision of the General Assembly on the Office of the Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities (see para. 15 above).**

25. *Ten international positions are proposed for the Office of the United Nations Special Coordinator for Lebanon, as follows: (a) six substantive positions: one Deputy Special Coordinator (Assistant Secretary-General), one Director of Political Affairs (D-1), two Political Affairs Officers (1 P-4 and 1 P-3), one Associate Political Affairs Officer (P-2) and one Personal Assistant to the Deputy Special Coordinator (General Service (Other Level)); (b) two administrative positions: one Human Resources Assistant (Field Service) and one Communications and Information Technology Assistant (Field Service); and (c) two security positions: the Head of the Close Protection Unit (P-2) and one Coordination Officer (Field Service) (ibid., paras. 72 and 73).* **Taking into account the justification provided in support of the proposed establishment of these positions and its view on proposed positions for locally recruited staff (see para. 20 above), the Advisory Committee recommends acceptance of the Secretary-General's proposals, with the exception of the position of a P-3 Political Affairs Officer. In view of the overall capacity of the United Nations in Lebanon, the Advisory Committee considers that there is potential for further cooperation and greater synergies in this area.**

Reclassifications

26. *One P-3 position of Administrative Officer in the Office of the United Nations Special Coordinator for Lebanon is proposed for reclassification to a P-5 position of Senior Administrative Officer (ibid.).* **The Advisory Committee points out that this proposal cannot be considered to be a reclassification. Rather, it must be considered as the abolition of the P-3 position of Administrative Officer and the establishment of a new P-5 position of Senior Administrative Officer. Taking into account the justification provided in the budget document, the Advisory Committee recommends acceptance of this proposal, adjusted as indicated above.**

Comments and recommendations on operational costs

27. Table 3 provides a breakdown of projected expenditures under operational costs as at 31 December 2007 and gives a comparison between the proposed requirements for 2008 and the approved resources for 2007.

Table 3

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Consultants and experts	388.6	201.2	187.4	252.9	—	252.0	0.9
Official travel	1 959.5	1 491.2	468.3	1 867.2	—	1 218.7	648.5
Facilities and infrastructure	561.1	460.1	101.0	972.4	453.9	362.1	610.3
Ground transportation	703.0	821.6	(118.6)	588.3	457.0	468.3	120.0
Air transportation	9.3	—	9.3	—	—	9.3	(9.3)
Communications	204.1	283.0	(78.9)	201.2	10.5	135.6	65.6
Information technology	47.2	119.8	(72.6)	111.5	76.1	26.0	85.5
Medical	—	7.6	(7.6)	7.6	—	—	7.6
Other supplies, services and equipment	162.0	210.1	(48.1)	235.2	—	105.0	130.2
Total	**4 034.8**	**3 594.6**	**440.2**	**4 236.3**	**997.5**	**2 577.0**	**1 659.3**

28. As shown in table 3, of the total increase of $1,659,300 under operational costs, travel requirements for 2008 reflect an increase of $648,500 (or 53.2 per cent) over the approved level of resources for 2007 and the proposed requirements under facilities and infrastructure would increase from $362,100 in 2007 to $972,400 in 2008, or by 168.5 per cent.

29. The Advisory Committee notes from the documents provided to it that the increase in travel requirements is due largely to the increased travel requirements of the Personal Envoy of the Secretary-General for Western Sahara ($330,900), the Special Adviser to the Secretary-General on the Prevention of Genocide and Mass Atrocities ($306,700) and the Special Envoy of the Secretary-General for Myanmar ($166,600). The Advisory Committee was informed that the increased travel requirements of the Personal Envoy of the Secretary-General for Western Sahara are due to an increase in the number of negotiation meetings and an increase in the number of trips planned in connection with the expanded discussions with the parties and neighbouring States in the region. According to the Secretary-General, the increase in the travel requirements of his Special Envoy for Myanmar is attributable to the higher number of talks envisaged in the light of the political situation. The increased travel requirements of his Special Adviser on the Prevention of Genocide and Mass Atrocities mainly reflect the fact that there are now two Special Advisers with travel requirements for consultations and familiarization visits concerning their respective areas of work whereas in 2007 there was only one. **The Advisory Committee recommends acceptance of the Secretary-General's proposals for travel, except for the provision for the Office of the Special Adviser on the Prevention of Genocide and Mass Atrocities, as this will depend on the decision of the General Assembly in this regard (see para. 15 above).**

30. With regard to the proposed increase of $610,300 under facilities and infrastructure, the Advisory Committee notes from the documents provided to it that the increase is largely attributable to the anticipated purchase of security equipment, higher rental costs in the commercial building, alteration costs, and office furniture and equipment for the 52 proposed additional staff.

31. **Taking into account the justification provided, the Advisory Committee recommends acceptance of the Secretary-General's proposal for operational costs, subject to its recommendation in paragraph 29 above.**

B. Thematic cluster II
Sanctions monitoring teams, groups and panels

32. The estimated requirements for 2008 for special political missions grouped under cluster II amount to $19,659,200 (net). Table 4 provides a breakdown of projected expenditures as at 31 December 2007 and the estimated requirements for 2008 by mission and allows for a comparison between total requirements for 2008 and total requirements for 2007.

Table 4

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Mission	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Monitoring Group on Somalia	2 187.4	1 837.8	349.6	1 164.2	—	1 186.1	(21.9)
Panel of Experts on Liberia	2 606.9	2 267.2	339.7	853.8	—	1 318.7	(464.9)
Group of Experts on Côte d'Ivoire	2 180.4	1 811.4	369.0	1 173.1	—	1 223.6	(50.5)
Group of Experts on the Democratic Republic of the Congo	2 714.2	2 517.8	196.4	1 480.6	—	1 423.5	57.1
Panel of Experts on the Sudan	3 096.1	2 387.6	708.5	1 601.2	—	1 823.6	(222.4)
Analytical Support and Sanctions Monitoring Team established pursuant to Security Council resolution 1526 (2004)	7 200.8	6 486.7	714.1	3 600.2	—	3 648.8	(48.6)
Support to the Security Council Committee established pursuant to resolution 1540 (2004)	4 207.0	3 586.0	621.0	2 280.7	—	2 189.1	91.6
Counter-Terrorism Committee Executive Directorate	14 829.7	14 126.9	702.8	7 505.4	—	7 623.8	(118.4)
Total	**39 022.5**	**35 021.4**	**4 001.1**	**19 659.2**	**—**	**20 437.2**	**(778.0)**

33. The Advisory Committee notes that total projected underexpenditures of $4,001,100 for 2006–2007 represent over 10 per cent of the approved level of resources amounting to $39,022,500. The bulk of projected underexpenditures are under the budget line "Consultants and experts" ($2,403,400). The Advisory Committee was informed that this was mainly due to: (*a*) the delayed recruitment of experts for support to the Security Council Committee established pursuant to resolution 1540 (2004), as well as the higher than anticipated turnover of experts ($601,200); (*b*) the shorter period of operation of the Panel of Experts on the Sudan (18 months), compared to the period budgeted (22 months) ($510,300); (*c*) the non-engagement of an expert/consultant with specialized expertise on finance for the Monitoring Group on Somalia, as well as a significant decrease in travel owing to the fact that the course of the experts' investigations, especially in 2006, required the members to focus on countries in the region ($319,200); (*d*) a reduction in the number of experts for the Panel of Experts on Liberia from five to three and corresponding reductions in consultants' travel ($318,200); (*e*) delays in the hiring of a consultant for the Group of Experts on

Côte d'Ivoire, the fact that actual fees paid were lower than budgeted and the shorter period of actual operation of the Group in 2007 (nine months) compared to the period budgeted (nine and a half months) ($273,800); (*f*) the engagement of fewer experts (4) than budgeted (5) for the Group of Experts on the Democratic Republic of the Congo and the hiring of a consultant for a shorter period of time than originally anticipated; and (*g*) the delayed recruitment of an expert for the Analytical Support and Sanctions Monitoring Team established pursuant to Security Council resolution 1526 (2004) and a corresponding decrease in expenditures under travel of consultants.

34. **As regards the proposed staffing establishment under thematic cluster II, the Advisory Committee recommends the continuation in 2008 of 57 positions (1 Assistant Secretary-General, 1 D-2, 2 D-1, 10 P-5, 12 P-4, 12 P-3, 15 General Service and 4 Local Level) approved for 2007.**

35. The Secretary-General also proposes the establishment of an additional P-2 position for the Counter-Terrorism Committee Executive Directorate. The positions approved for the Directorate, its vacancy situation as at 26 November 2007 and the Secretary-General's proposals for 2008 are summarized in table 5.

Table 5

	Positions	*Level*
Approved positions for 2007	35	1 ASG, 1 D-2, 2 D-1, 9 P-5, 11 P-4, 3 P-3, 1 GS (PL), 7 GS (OL)
Vacant positions as at 26 November 2007	2	1 P-4, 1 P-3
Proposed positions for 2008	36	1 ASG, 1 D-2, 2 D-1, 9 P-5, 11 P-4, 3 P-3, 1 P-2, 1 GS (PL), 7 GS (OL)
New positions	1	1 P-2
Abolitions	—	
Redeployments	—	
Reclassifications	—	

Comments and recommendations on positions

New positions

36. *One P-2 position is proposed for the Counter-Terrorism Committee Executive Directorate (see A/62/512/Add.2, para. 101).* **Taking into account the justification provided in support of the proposed establishment of this position, the Advisory Committee recommends acceptance of the Secretary-General's proposal.**

Comments and recommendations on operational costs

37. Table 6 provides a breakdown of projected expenditures under operational costs as at 31 December 2007 and allows for a comparison between the proposed requirements for 2008 and the approved resources for 2007.

Table 6

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
General temporary assistance	685.5	463.2	222.3	79.2	—	346.8	(267.6)
Consultants and experts	16 760.3	14 356.9	2 403.4	8 373.2	—	8 957.4	(584.2)
Official travel	2 384.1	2 235.5	148.6	1 357.6	—	1 284.6	73.0
Facilities and infrastructure	3 365.2	2 942.6	422.6	1 223.3	—	1 378.5	(155.2)
Ground transportation	119.4	148.0	(28.6)	38.9	—	57.9	(19.0)
Air transportation	15.0	15.0	—	15.0	—	15.0	—
Communications	541.9	532.5	9.4	283.2	—	282.9	0.3
Information technology	380.7	265.5	115.2	103.7	—	156.7	(53.0)
Other supplies, services and equipment	314.4	312.0	2.4	147.1	—	218.1	(71.0)
Total	**24 566.5**	**21 271.2**	**3 295.3**	**11 621.2**	**—**	**12 697.9**	**(1 076.7)**

38. As shown in table 6, while the overall requirements for 2008 reflect a net resource reduction of $1,076,700, travel requirements for 2008 would increase by $73,000 over the approved level of resources for travel in 2007. The Advisory Committee notes from the documents provided to it that the increase is largely due to an increase of $34,600 in the travel requirements of the Security Council Committee established pursuant to resolution 1540 (2004) and an increase of $46,500 in the travel requirements of the Counter-Terrorism Committee Executive Directorate. **Taking into account the justification provided, the Advisory Committee recommends acceptance of the Secretary-General's proposal for operational costs.**

C. Thematic cluster III
United Nations offices, peacebuilding support offices, integrated offices and commissions

39. The estimated requirements for 2008 for special political missions grouped under cluster III amount to $143,295,100 (net). Table 7 provides a breakdown of projected expenditures as at 31 December 2007 and the estimated requirements for 2008 by mission and allows for a comparison between total requirements for 2008 and total requirements for 2007.

Table 7

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Mission	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Office of the Special Representative of the Secretary-General for West Africa (UNOWA)	7 671.9	6 887.2	784.7	5 373.0	111.9	4 472.0	901.0
United Nations Peacebuilding Support Office in the Central African Republic (BONUCA)	11 009.2	11 009.2	—	6 409.9	420.4	6 071.9	338.0
United Nations Peacebuilding Support Office in Guinea-Bissau (UNOGBIS)	6 221.5	5 456.3	765.2	3 639.8	201.0	3 467.7	172.1
United Nations Political Office for Somalia (UNPOS)	10 626.8	8 733.9	1 892.9	7 841.6	946.1	6 759.9	1 081.7
United Nations Integrated Office in Sierra Leone (UNIOSIL)	50 197.5	48 749.8	1 447.7	28 161.7	732.1	27 507.7	654.0
United Nations support to the Cameroon-Nigeria Mixed Commission (CNMC)	14 338.4	11 921.2	2 417.2	8 273.2	149.5	9 303.0	(1 029.8)
International Independent Investigation Commission (IIIC)	45 410.1	41 533.7	3 876.4	32 068.6	—	26 205.2	5 863.4
United Nations Regional Centre for Preventive Diplomacy for Central Asia (UNRCCA)	—	—	—	2 317.5	603.2	—	2 317.5
United Nations Integrated Office in Burundi (BINUB)	33 080.4	25 641.1	7 439.3	32 421.1	107.0	33 080.4	(659.3)
United Nations Mission in Nepal (UNMIN)	88 822.0	74 739.3	14 082.7	16 788.7	—	88 822.0	(72 033.3)
Total	**267 377.8**	**234 671.7**	**32 706.1**	**143 295.1**	**3 271.2**	**205 689.8**	**(62 394.7)**

40. The Advisory Committee notes that most of the projected underexpenditures for 2006–2007 relate to UNMIN, resulting mainly from the lower incumbency rate of arms monitor positions, the delayed deployment of police advisers, the higher than anticipated vacancy rates in the category of civilian personnel and the reduced requirements for vehicle spare parts (since the vehicle fleet is new) and for air transportation (due mainly to the delayed deployment of aircraft). The Advisory Committee notes that the budget proposals have been established on the assumption that UNMIN will be terminated during 2008.

41. The approved budget positions under cluster III for 2007, the vacancy situation as at 31 October 2007 (UNOWA, BONUCA, UNIOSIL, CNMC) and 26 November 2007 (UNOGBIS, UNPOS, IIIC, BINUB, UNMIN) and the Secretary-General's proposals for 2008 are summarized in table 8. **The Advisory Committee recommends the continuation in 2008 of the positions approved for 2007, as adjusted by the proposed abolition of positions which it approves. The recommendation on the proposed positions of locally recruited staff is contained in paragraph 20 above. The recommendations of the Advisory Committee with regard to the new international positions, abolitions and reclassifications proposed are outlined in the paragraphs below.**

Table 8

Mission	*Approved for 2007*	*Vacant positions*	*Proposed for 2008*	*New positions*	*Abolitions*	*Reclassifications*
UNOWA	26 (1 USG, 1 D-1, 2 P-5, 3 P-4, 2 P-3, 2 FS, 1 GS (OL), 2 NO, 12 LL)	9 (1 P-5, 2 P-4, 2 P-3, 1 FS, 3 LL)	28 (1 USG, 1 D-1, 2 P-5, 3 P-4, 2 P-3, 3 FS, 1 GS (OL), 2 NO, 12 LL, 1 UNV)	2 (1 FS, 1 UNV)	—	—
BONUCA	87 (1 ASG, 1 P-5, 4 P-4, 3 P-3, 4 P-2, 6 FS, 9 GS (OL), 55 LL, 4 UNV)	9 (1 P-4, 2 P-2, 2 GS, 3 LL, 1 UNV)	89 (1 ASG, 2 P-5, 3 P-4, 3 P-3, 4 P-2, 7 FS, 9 GS (OL), 56 LL, 4 UNV)	2 (1 FS, 1 LL)	—	1 (1 P-4 to P-5)
UNOGBIS	30 (1 D-2, 1 P-5, 4 P-4, 3 P-3, 1 FS, 4 GS (OL), 2 NO, 13 LL, 1 UNV)	7 (1 P-4, 2 P-3, 2 GS (OL), 2 NO)	29 (1 D-2, 1 P-5, 4 P-4, 3 P-3, 2 FS, 4 GS (OL), 1 NO, 13 LL)	1 (1 FS)	2 (1 UNV and 1 NO)	—
UNPOS	38 (1 ASG, 1 D-1, 3 P-5, 5 P-4, 4 P-3, 5 FS, 4 GS (OL), 7 NO, 8 LL)	9 (1 D-1, 2 P-5, 3 FS, 3 NO)	39 (1 USG, 1 D-1, 3 P-5, 5 P-4, 4 P-3, 6 FS, 4 GS (OL), 7 NO, 8 LL)	1 (1 FS)	—	1 (1 ASG to USG)
UNIOSIL	309 (1 ASG, 2 D-1, 7 P-5, 12 P-4, 20 P-3, 1 P-2, 43 FS, 17 NO, 182 LL, 24 UNV)	23 (2 P-4, 4 P-3, 5 FS, 10 LL, 2 UNV)	309 (1 ASG, 2 D-1, 7 P-5, 12 P-4, 20 P-3, 1 P-2, 42 FS, 17 NO, 182 LL, 25 UNV)	1 (1 UNV)	1 (1 FS)	—
CNMC	23 (2 USG, 1 D-2, 4 P-5, 7 P-4, 2 P-3, 1 GS (OL), 6 LL)	4 (1 D-2, 1 P-5, 2 P-4)	22 (2 USG, 1 D-2, 4 P-5, 6 P-4, 2 P-3, 1 GS (OL), 6 LL)	—	1 (1 P-4)	—
IIIC	239 (1 USG, 1 D-2, 3 D-1, 12 P-5, 33 P-4, 41 P-3, 5 P-2, 85 FS, 7 GS (OL), 4 NO, 47 LL)	56 (1 D-2, 2 D-1, 6 P-5, 11 P-4, 13 P-3, 3 P-2, 15 FS, 3 LL, 2 NO)	253 (1 USG, 1 D-2, 3 D-1, 12 P-5, 33 P-4, 42 P-3, 5 P-2, 92 FS, 7 GS (OL), 4 NO, 53 LL)	14 (1 P-3, 7 FS, 6 LL)	—	—
UNRCCA	—	—	19 (1 ASG, 1 P-5, 2 P-4, 1 P-3, 2 FS, 12 LL)	19 (1 ASG, 1 P-5, 2 P-4, 1 P-3, 2 FS, 12 LL)	—	—
BINUB	427 (1 ASG, 1 D-2, 4 D-1, 7 P-5, 26 P-4, 30 P-3, 4 P-2, 68 FS, 18 NO, 217 LL, 51 UNV)	32 (1 D-1, 1 P-5, 4 P-4, 13 P-3, 1 P-2, 4 FS, 1 NO, 3 NGS, 4 UNV)	430 (1 ASG, 1 D-2, 4 D-1, 7 P-5, 27 P-4, 31 P-3, 4 P-2, 68 FS, 18 NO, 218 LL, 51 UNV)	3 (1 P-4, 1 P-3, 1 LL)	—	—
UNMIN	918 (1 USG, 1 ASG, 7 D-1, 16 P-5, 41 P-4, 102 P-3, 12 P-2, 91 FS, 49 NO, 340 LL, 258 UNV)	218 (2 P-5, 6 P-4, 19 P-3, 3 P-2, 16 FS, 11 NO, 58 LL, 85 UNV, 18 NUNV)	—	—	918 (Anticipated liquidation of Mission with gradual reduction of staffing complement)	—

Comments and recommendations on positions

New positions

42. *Two international positions (1 Field Service, Finance Assistant, and 1 United Nations Volunteer, Aviation Assistant/Flight Controller) are proposed for UNOWA (see A/62/512/Add.3, para. 14); one international position (Field Service, Facilities Management Assistant) is proposed for BONUCA (ibid., para. 31); one international position (Field Service, Finance Assistant) is proposed for UNOGBIS (ibid., para. 47); one Field Service position is proposed for a Human Rights Assistant in UNPOS (ibid., para. 68); one United Nations Volunteer position is proposed for an Information Technology Security Officer in UNIOSIL (ibid., para. 84); eight international positions (1 P-3, Close Protection Coordinator, and seven Field Service, Security Officers) are proposed for IIIC (ibid., paras. 111 and 112); and two international positions (1 P-4, Humanitarian Affairs Officer, and 1 P-3, Political Affairs Officer) are proposed for BINUB (ibid., paras. 134 and 135).* **Taking into account the justification provided in support of the proposed establishment of these positions, the Advisory Committee recommends acceptance of the Secretary-General's proposals.**

43. *Seven international positions (1 Assistant Secretary-General, 1 P-5, 2 P-4, 1 P-3 and 2 Field Service) and 12 Local level positions are proposed for UNRCCA (ibid., paras. 122 and 123).* **The Advisory Committee will address these proposals in the context of its consideration of the proposals for the strengthening of the Department of Political Affairs (see A/62/521 and Corr.1) (see para. 16 above).**

Reclassifications

44. *One P-4 position of Chief of the Human Rights Section is proposed for reclassification at the P-5 level in BONUCA (see A/62/512/Add.3, para. 30).* **Taking into account the justification provided in support of the proposed reclassification, the Advisory Committee recommends acceptance of the Secretary-General's proposal.**

45. *One Assistant Secretary-General position of Head of UNPOS is proposed for reclassification at the Under-Secretary-General level (ibid., para. 68).* **Taking into account the justification provided in support of the proposed reclassification, the Advisory Committee recommends acceptance of the Secretary-General's proposal.**

Comments and recommendations on operational costs

46. Table 9 provides a breakdown of projected expenditures under operational costs as at 31 December 2007 and allows for a comparison between the proposed requirements for 2008 and the approved resources for 2007.

Table 9

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
General temporary assistance	210.5	190.7	19.8	—	—	177.4	(177.4)
Consultants and experts	7 100.2	6 147.0	953.2	3 815.2	—	4 436.4	(621.2)
Official travel	13 238.9	13 342.8	(103.9)	8 470.7	5.3	7 795.3	675.4
Facilities and infrastructure	21 819.4	18 254.6	3 564.8	8 872.8	317.3	18 389.8	(9 517.0)
Ground transportation	16 792.0	15 946.2	845.8	8 090.8	636.6	11 900.9	(3 810.1)
Air transportation	25 811.5	20 903.6	4 907.9	11 218.3	693.9	23 068.3	(11 850.0)
Naval transportation	1 069.9	1 138.2	(68.3)	919.1	219.8	581.5	337.6
Communications	20 549.3	18 062.2	2 487.1	6 463.3	944.0	18 284.2	(11 820.9)
Information technology	11 136.7	10 013.9	1 122.8	3 105.6	441.6	9 411.2	(6 305.6)
Medical	2 179.8	1 770.4	409.4	719.5	—	2 113.1	(1 393.6)
Other supplies, services and equipment	7 483.2	7 167.3	315.9	2 818.8	11.2	5 966.1	(3 147.3)
Total	**127 391.4**	**112 936.9**	**14 454.5**	**54 494.1**	**3 269.7**	**102 124.2**	**(47 630.1)**

47. The Advisory Committee notes that, although the overall requirements for 2008 reflect a net resource reduction of $47,630,100, travel requirements for 2008 would increase by $675,400 over the approved level of $7,795,300 for 2007, or by 8.7 per cent. It also notes that travel expenditures for 2006–2007 are projected to exceed the approved level of resources by $103,900.

48. The Advisory Committee notes from the documents provided to it that the total increase in travel requirements for 2008 falls mainly under the following missions: IIIC – $291,200; CNMC – $164,900; UNIOSIL – $117,600; and UNRCCA – $111,000 (new requirements).

49. With regard to official travel for IIIC for 2008, the Advisory Committee was informed that the increase in travel requirements reflected a higher number of trips owing to a substantial increase in the number of witnesses to be interviewed compared to 2007. In addition, it was informed that, owing to the increased threat profile for the Commissioner, it was required that the Commissioner be accompanied by two Security Officers on his overseas trips for close protection. No provision was made for this in 2007. The Advisory Committee was also informed of projected savings of $273,200 under official travel for IIIC for 2006–2007 that were due mainly to a disruption in investigation travel caused by a series of unpredictable external events in 2006, including the hostilities which had caused a temporary relocation to Cyprus in August 2006 (see A/61/640 and Corr.1, para. 59).

50. The Advisory Committee was informed that increased requirements for CNMC for 2008 compared to 2007 were attributable mainly to the increase in field assessment missions, including missions for the resolution of problems, as well as supervision and certification of demarcation contracts, owing to an increase in the number of assessment teams.

51. With regard to official travel for UNIOSIL for 2008, the Advisory Committee was informed that the increase in travel requirements reflected travel necessary for attending meetings of the Peacebuilding Commission at Headquarters, increased regional consultations and training and an increase in the daily subsistence allowance rates for the main locations of travel – Headquarters

and Brindisi. It was also informed that estimated overexpenditure under official travel for 2006–2007 ($54,000) was attributable mainly to an increase in within-mission travel, owing to a higher than planned frequency of meetings of substantive offices in order to better coordinate and exchange information about the election process.

52. **The Advisory Committee will address the proposals for resource requirements for UNRCCA in the context of its consideration of the proposals for the strengthening of the Department of Political Affairs (see A/62/521 and Corr.1) (see para. 16 above).**

53. **Taking into account the justification provided, the Advisory Committee recommends acceptance of the Secretary-General's proposal for operational costs, except as outlined in paragraph 52 above.**

IV. United Nations Assistance Mission in Afghanistan

54. The resource requirements for UNAMA for the period from 1 January to 31 December 2008 are estimated to be $88,363,900 gross ($80,923,900 net). These requirements, reflecting a net increase of $23,024,600 (or 39.8 per cent) over the gross requirements for 2007, include $1,148,100 for military and police personnel (1 Military Adviser, 19 Military Liaison Officers and 8 Civilian Police Advisers), $47,759,500 for civilian personnel (1,586 positions) and $32,016,300 for operational costs. The increase is due mainly to the proposed establishment of 69 additional positions (27 international, 32 national and 10 United Nations Volunteer positions), costs associated with the construction of additional accommodation units and office buildings in Kabul and the acquisition of additional vehicles for the regional and subregional (provincial) offices.

55. Table 10 provides a breakdown of projected expenditures as at 31 December 2007 and estimated requirements for 2008 and allows for a comparison between total requirements for 2008 and total requirements for 2007.

Table 10

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Military and police personnel	1 513.7	1 501.7	12.0	1 148.1	—	891.8	256.3
Civilian personnel	74 217.2	73 060.6	1 156.6	47 759.5	—	34 354.6	13 404.9
Operational costs	47 743.6	48 908.5	(1 164.9)	32 016.3	6 301.1	22 652.9	9 363.4
Total	**123 474.5**	**123 470.8**	**3.7**	**80 923.9**	**6 301.1**	**57 899.3**	**23 024.6**

Military and police personnel

56. The proposed requirements of $780,100 for military personnel reflect an increase of two Military Liaison Officers and would provide for the deployment of a total of 1 Military Adviser and 19 Military Liaison Officers. The estimated requirements for civilian police ($368,000) would provide for the deployment of eight Civilian Police Advisers, an increase of five Civilian Police Advisers. **The Advisory Committee recommends approval of the proposed increase in resource requirements for military and police personnel.**

Civilian personnel

57. The proposed staffing for UNAMA of 1,586 positions (196 Professional and above, 97 Field Service, 17 General Service (Other level), 173 National Officers, 1,060 National General Service (Local level) and 43 United Nations Volunteers) reflects an increase of 27 international positions (1 P-5, 7 P-4, 12 P-3, 2 P-2 and 5 Field Service), 32 national positions (2 National Officers and 30 Local level) and 10 United Nations Volunteer positions. The positions approved for the Mission, its vacancy situation as at 31 October 2007 and the Secretary-General's proposals for 2008 are summarized in table 11. **The recommendation of the Advisory Committee on the proposed positions of locally recruited staff is contained in paragraph 20 above. The Advisory Committee recommends the continuation in 2008 of the 1,517 positions approved for 2007, as summarized below. Its conclusions and recommendations regarding the new international positions proposed for 2008 are outlined in the paragraphs below.**

Table 11

	Positions	*Level*
Approved positions for 2007	1 517	1 USG, 2 ASG, 1 D-2, 7 D-1, 23 P-5, 61 P-4, 60 P-3, 19 P-2, 92 FS, 17 GS, 171 NO, 1,030 LL, 33 UNV
Vacant positions as at 31 October 2007	231	2 D-1, 6 P-5, 22 P-4, 15 P-3, 3 P-2, 10 FS, 3 GS, 44 NO, 124 NS, 2 UNV
Proposed positions for 2008	1 586	1 USG, 2 ASG, 1 D-2, 7 D-1, 24 P-5, 68 P-4, 72 P-3, 21 P-2, 97 FS, 17 GS, 173 NO, 1,060 LL, 43 UNV
New positions	69	1 P-5, 7 P-4, 12 P-3, 2 P-2, 5 FS, 2 NO, 30 LL, 10 UNV
Abolitions	—	
Redeployments	—	
Reclassifications	—	

Comments and recommendations on positions

New positions

58. *Twenty-two international substantive positions are proposed as follows: (a) one P-5 position of Senior Coordination Adviser in the Resident/Humanitarian Coordinator Unit (see A/62/512/Add.4 and Corr.1, paras. 44–46); (b) seven P-4 positions: four positions of Rule of Law Officer in the regional and subregional (provincial) offices (ibid., para. 51); one position of Child Protection Adviser in the Human Rights Unit (ibid., paras. 20–22); one position to perform the functions related to housing, land and property in the Rule of Law Unit (ibid., paras. 26–31); and one position of Head of Information within the Joint Military Analysis Centre (ibid., para. 35); (c) 12 P-3 positions: nine positions of Political Affairs Officer in the regional and subregional (provincial) offices (ibid., paras. 48–50); one position for the Office of the Special Representative of the Secretary-General (ibid., para. 18); one position of Political Affairs Officer in the Office of the Deputy Special Representative of the Secretary-General (ibid., paras. 23–25); and one position for the Air Operations/Movement Control Section (ibid., para. 94); and (d) two P-2 positions of Associate Political Affairs Officer in the regional and subregional (provincial) offices (ibid., paras. 59–61).* **Taking into account the justification provided in support of the proposed establishment of these positions, the Advisory Committee recommends acceptance of the Secretary-General's proposals.**

59. *Five Field Service administrative positions are proposed as follows: (a) one position for the Personnel Section (ibid., para. 73); (b) one position for an Asset Disposal Unit to be established within the General Services Section (ibid., para. 79); (c) one position for the Engineering Section (ibid., para. 82); (d) one position for the Supply Section (ibid., paras. 86 and 87); and (e) one position for the Surface Transport Section (ibid., paras. 90 and 91).* **Taking into account the**

justification provided in support of the proposed establishment of these positions, the Advisory Committee recommends acceptance of the Secretary-General's proposals.

60. *Ten United Nations Volunteer positions are proposed as follows: two positions of Political Affairs Officer in the Political Affairs Unit (ibid., para. 33) and eight positions for the Engineering Section (ibid., para. 82).* **Taking into account the justification provided in support of the proposed establishment of these positions, the Advisory Committee recommends acceptance of the Secretary-General's proposals.**

Comments and recommendations on operational costs

61. Table 12 provides a breakdown of projected expenditures under operational costs as at 31 December 2007 and allows for a comparison between the proposed requirements for 2008 and the approved resources for 2007.

Table 12

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Consultants and experts	411.5	447.2	(35.7)	227.3	—	154.3	73.0
Official travel	2 070.9	2 465.3	(394.4)	1 127.7	—	1 012.1	115.6
Facilities and infrastructure	11 390.1	13 127.3	(1 737.2)	8 476.6	970.2	4 834.5	3 642.1
Ground transportation	5 448.9	5 029.7	419.2	5 514.5	3 826.0	1 611.8	3 902.7
Air transportation	17 952.8	18 383.2	(430.4)	11 725.6	48.0	10 372.7	1 352.9
Communications	5 547.2	5 181.4	365.8	2 442.7	732.5	2 660.7	(218.0)
Information technology	2 912.8	2 369.3	543.5	1 581.3	672.0	1 463.5	117.8
Medical	451.7	451.7	—	306.4	—	108.8	197.6
Other supplies, services and equipment	1 557.7	1 453.4	104.3	614.2	52.4	434.5	179.7
Total	**47 743.6**	**48 908.5**	**(1 164.9)**	**32 016.3**	**6 301.1**	**22 652.9**	**9 363.4**

62. The Advisory Committee notes that a major portion of the total increase of $9,363,400 under operational costs falls under ground transportation ($3,902,700), facilities and infrastructure ($3,642,100) and air transportation ($1,352,900).

63. The Advisory Committee notes from the report (ibid., paras. 122–125) that the increase under ground transportation is due mainly to the proposed acquisition of 23 additional armoured vehicles for deployment to the Mission's regional and subregional (provincial) offices and to the scheduled replacement of 43 vehicles. The proposed acquisition of additional armoured vehicles responds to the need to enhance the security and safety of Mission staff in the light of the deteriorating security situation in the region.

64. The Advisory Committee notes the projected cost overrun of $1,737,200 under facilities and infrastructure for 2006–2007, compared to the approved level of resources. As indicated in the budget document (ibid., para. 121), the cost overrun is due mainly to: (*a*) unforeseen additional requirements for construction services and equipment and furnishing of staff accommodations in nine subregional (provincial) offices scheduled for completion in November 2007; and (*b*) unforeseen additional requirements for the deployment of Gurkha security officers to enhance

the security of field offices in Kandahar and Qalat in view of the deteriorating security situation in the region.

65. Increased requirements for facilities and infrastructure for 2008 are due mainly to: (*a*) increased requirements for security and safety equipment and firefighting equipment to properly equip all Mission premises and fire wardens with necessary firefighting equipment; and (*b*) increased requirements for security services and alteration and construction services to enhance and support the regional and subregional (provincial) offices (ibid., paras. 118–120).

66. As indicated in the report (ibid., para. 129), increased requirements for air transportation for 2008 are due mainly to the proposed incorporation in the Mission's air fleet of one additional fixed-wing and one rotary-wing aircraft and their associated operational costs. As regards the projected overexpenditure of $430,400 during 2006–2007, the Advisory Committee notes that this is due mainly to the rental and operation of an additional rotary-wing aircraft for which no provision was made, as partially offset by the reduction of one narrow body fixed-wing aircraft within the fleet and the associated savings under fuel (ibid., para. 130).

67. **Taking into account the justification provided, the Advisory Committee recommends acceptance of the Secretary-General's proposal for operational costs.**

V. United Nations Assistance Mission for Iraq

A. Continuing operations

68. The resource requirements for UNAMI for the period from 1 January to 31 December 2008 are estimated to be $157,758,900 gross ($151,076,200 net). In addition, the Secretary-General estimates that resources amounting to $180.2 million would be required for the proposed provision of safe and secure facilities for UNAMI in Baghdad (see section B below).

69. Table 13 provides a breakdown of projected expenditures as at 31 December 2007 and estimated requirements for 2008 and allows for a comparison between total requirements for 2008 and total requirements for 2007.

Table 13

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Military and police personnel	30 233.2	22 897.9	7 335.3	14 920.7	—	11 818.8	3 101.9
Civilian personnel	121 120.2	117 361.3	3 758.9	70 672.6	—	56 897.5	13 775.1
Operational costs	94 457.7	83 039.1	11 418.6	65 482.9	20 683.3	58 274.2	7 208.7
Total	**245 811.1**	**223 298.3**	**22 512.8**	**151 076.2**	**20 683.3**	**126 990.5**	**24 085.7**

Military and police personnel

70. The proposed requirements of $14,920,700 would provide for the deployment of eight Military Liaison Officers and a total of 298 personnel of guard units, including 223 already on the ground and an additional 75 (see A/62/512/Add.5, paras. 51–53). **The Advisory Committee recommends approval of the proposed requirements.**

Civilian personnel

71. The proposed staffing for UNAMI of 1,038 civilian personnel, comprising 446 international staff (209 Professional and above and 237 Field Service and General Service) and 592 national staff (97 National Officers and 495 General Service (Local level)), eight Military Liaison Officers and 298 contingent personnel reflects a net decrease of 17 international positions (2 Professional and 15 Field Service) and a net increase of 41 national positions. The positions approved for the Mission, its vacancy situation as at 26 November 2007 and the Secretary-General's proposals for 2008 are summarized in table 14. **The Advisory Committee recommends the continuation in 2008 of the positions approved for 2007, as adjusted by the proposed abolition of positions, which it recommends for approval, as summarized below. Its recommendation on the proposed positions of locally recruited staff is contained in paragraph 20 above. Its conclusions and recommendations regarding the new international positions, abolitions and reclassifications proposed for 2008 are outlined in the paragraphs below.**

Table 14

	Positions	*Level*
Approved positions for 2007	1 014	1 USG, 2 ASG, 2 D-2, 8 D-1, 19 P-5, 70 P-4, 81 P-3, 28 P-2, 249 FS, 1 GS (PL), 2 GS (OL), 82 NO, 469 LL
Vacant positions as at 26 November 2007	359	1 D-2, 1 D-1, 8 P-5, 25 P-4, 45 P-3, 21 P-2, 78 FS, 2 GS (OL), 50 NO, 128 LL
Proposed positions for 2008	1 038	1 USG, 2 ASG, 2 D-2, 9 D-1, 20 P-5, 71 P-4, 80 P-3, 24 P-2, 234 FS, 1 GS (PL), 2 GS (OL), 97 NO, 495 LL
New positions	43	1 D-1, 1 P-5, 15 NO, 26 LL
Abolitions	19	4 P-2, 15 FS
Redeployments	—	
Reclassifications	1	1 P-3 to P-4

Comments and recommendations on positions

New positions

72. *One D-1 position is proposed for the Office of the Principal Deputy Special Representative of the Secretary-General and one P-5 Chief Medical Officer position is proposed for the Medical Services (ibid., paras. 20, 39 and 40).* **Taking into account the justification provided in support of the proposed establishment of these positions, the Advisory Committee recommends acceptance of the Secretary-General's proposals.**

Reclassifications

73. *One P-3 position of Reporting Officer in the Electoral Assistance Office is proposed for reclassification to a P-4 position of External Relations Officer (ibid., para. 25).* **Taking into account the justification provided in support of the proposed reclassification, the Advisory Committee recommends acceptance of the Secretary-General's proposal.**

Internal redeployments

74. The Advisory Committee notes that the proposed staffing establishment of the Mission contains a number of internal redeployments of staff among various organizational units. **The Advisory Committee recommends approval of the proposed redeployments.**

Comments and recommendations on operational costs

75. Table 15 provides a breakdown of projected expenditures under operational costs as at 31 December 2007 and allows for a comparison between the proposed requirements for 2008 and the approved resources for 2007.

Table 15

(Thousands of United States dollars)

	1 January 2006–31 December 2007			*Requirements for 2008*		*Analysis 2007–2008*	
	Appropriations	*Estimated expenditures*	*Variance*	*Total requirements*	*Non-recurrent requirements*	*Total requirements 2007*	*Variance 2007–2008*
Category of expenditure	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)*	*(5)*	*(6)*	*(7)=(4)-(6)*
Consultants	864.9	695.0	169.9	896.6	—	135.2	761.4
Official travel	3 432.9	5 705.2	(2 272.3)	2 195.8	—	1 604.4	591.4
Facilities and infrastructure	31 014.3	36 465.1	(5 450.8)	13 534.0	—	19 594.5	(6 060.5)
Ground transportation	12 223.3	14 978.3	(2 755.0)	16 842.5	15 697.5	10 622.4	6 220.1
Air transportation	21 436.9	5 931.8	15 505.1	16 233.8	—	13 288.6	2 945.2
Communications	11 295.1	8 019.9	3 275.2	5 759.4	2 327.6	4 817.1	942.3
Information technology	6 011.6	6 137.3	(125.7)	4 096.5	2 485.0	2 780.7	1 315.8
Medical	864.0	548.2	315.8	836.0	77.2	395.4	440.6
Special equipment	20.5	17.3	3.2	95.0	93.2	20.5	74.5
Other supplies, services and equipment	7 294.2	4 541.0	2 753.2	4 993.3	2.8	5 015.4	(22.1)
Total	**94 457.7**	**83 039.1**	**11 418.6**	**65 482.9**	**20 683.3**	**58 274.2**	**7 208.7**

76. As shown in table 15, the proposed net increase of $7.2 million under operational costs reflects resource growth under several budget lines, including ground transportation ($6.2 million), air transportation ($2.9 million), information technology ($1.3 million), communications ($0.9 million), consultants ($0.8 million), official travel ($0.6 million) and medical ($0.4 million). These increases would be partially offset by reduced requirements under facilities and infrastructure ($6.1 million).

77. The Advisory Committee notes from the budget document (ibid., para. 68)that the increase in requirements under ground transportation is attributable mainly to the acquisition of additional armoured vehicles in the context of the Mission's decision to move towards greater self-reliance and to the security situation. The proposed estimated requirements would provide for the acquisition of 56 armoured vehicles (25 replacements) and 10 trailers, the rental of a crane, repairs and maintenance, liability insurance, spare parts, and petrol, oil and lubricants.

78. The increase under air transportation is attributable mainly to the change in the use of fixed-wing aircraft, from a cargo plane in 2007 to a Lear jet in 2008, and the associated increased flight-hour costs, as well as the increase in flight-hour costs for helicopters (ibid., para. 71).

79. Increased requirements under information technology are attributable mainly to the projected purchases of additional communications equipment, higher communications charges, the need to improve the communications network and replace equipment, and the anticipated expansion of activities of the Mission (ibid., para. 76).

80. As indicated in the budget document (ibid., para. 59), the increased requirements under consultants are attributable mainly to the need to use the services of specialized consultants in the

working groups on energy, border security and refugees and the provision for training consultants. No budgetary provision was made for this in 2007.

81. The additional requirements for official travel reflect mainly the anticipated increased travel within Iraq and the increased participation of UNAMI personnel in conferences and workshops. The Advisory Committee notes that the total proposed provision of $2.2 million includes requirements for the travel of senior Mission staff for political consultations, participation in conferences and workshops ($515,400), travel within the Mission area and, in connection with Mission planning and administrative support, between Mission locations ($920,000), and travel of Headquarters staff to the Mission area to provide political, electoral, logistical and safety and security support ($417,000). The provision also includes total requirements of $343,400 for training in security matters, administrative areas, and humanitarian affairs, human rights and conflict resolution (ibid., paras. 61 and 62).

82. The Advisory Committee notes from the budget document (ibid., para. 78) that the increased medical requirements are attributable essentially to increased acquisition of medical supplies for the UNAMI level-I clinics in Iraq as UNAMI moves towards self-reliance and increased requirements for medical evacuations, hospitalizations and specialist consultations with staff from the Multinational Force level-II to level-IV clinics in Iraq owing to the prevailing security situation.

Relocation of the Kuwait office to Amman

83. The Advisory Committee notes that it is proposed to consolidate the Mission's out-of-country offices in Kuwait and Amman into one location in Jordan. **The Advisory Committee considers that insufficient information was provided in the budget document as to the costs and advantages expected from this consolidation. It is of the view that such proposals should be based on a comprehensive cost-benefit analysis and that complete information should be provided to support effective decision-making.**

84. Upon enquiry, however, the Advisory Committee was provided with additional information on the proposed consolidation of the two offices indicating that there are logistical and security advantages to the move. In 2004, UNAMI was able to use its existing premises in the Kheitan compound to establish an office in Kuwait and deploy rapidly. Since then, the Mission has established operational offices in Baghdad, at Baghdad International Airport, in Erbil and in Amman. At present, the Kuwait office houses the administration of the Mission only, thereby creating duplication with the office in Amman. Furthermore, no substantive functions are carried out from the Kuwait office. The Mission considers that it is not cost-effective to operate a large compound solely for UNAMI administrative functions and therefore proposes to consolidate the Kuwait and Amman offices in Amman.

85. The Advisory Committee was informed that the anticipated costs related to the transfer of the Kuwait office would be limited to the cost of transport of certain information and communications technology and other technical equipment to be transferred to Amman. UNAMI expects to realize savings as a result of the move owing to reduced requirements for international staff, mission subsistence allowance, security contracts and equipment, vehicles, furniture and other equipment. Additional savings are expected under air operations, owing to a reduction in the number of destinations to be served. The Mission also expects to improve the quality and timeliness of administrative support provided to its Baghdad, Baghdad International Airport, Erbil and Amman offices as a consequence of this consolidation.

86. The Advisory Committee notes that the changes in organizational structure resulting from the consolidation of the two offices at the new location will be submitted in the context of the budget proposal for 2009. **The Advisory Committee requests that the costs and savings, as well as other benefits resulting from these measures, be fully reported in the context of the performance report for 2008.**

B. Proposal for the provision of safe and secure facilities for the United Nations Assistance Mission for Iraq

87. Part two of the Secretary-General's report on UNAMI (A/62/512/Add.5) contains proposals for the construction of a hardened integrated compound in the international zone in Baghdad to serve as the integrated headquarters of UNAMI. The preliminary cost estimates for the compound, provided in section XIV of the budget proposal (ibid., paras. 140–142), range from $185,150,000 to $190,150,000. This includes an amount between $12,250,000 and $17,250,000 for the design phase: $108.4 million for the construction phase, including workshops and warehouses, facilities for staff welfare, and infrastructure and external works; $9.5 million for supplies and equipment; $6.6 million for specialized information and communications technology equipment; $23.5 million for miscellaneous costs, such as project coordination and management, security, currency fluctuations and inflation; and $24.9 million (20 per cent) for construction contingency.

88. Given the security risks currently faced by the Mission, the Advisory Committee fully recognizes the need to ensure the safety and security of United Nations personnel in order for the United Nations to operate effectively. **However, the Advisory Committee has identified a number of deficiencies in the Secretary-General's proposal, as well as issues that need to be clarified before the proposal can be considered by the General Assembly.** These include:

- The precise nature of the requirement for the United Nations office in Baghdad, taking into account the Secretary-General's perspective on the overall presence of the United Nations in Iraq, in view of the fact that the life expectancy of the compound is estimated to be 25 years;
- The existence and terms of the agreements, including on cost-sharing, with other United Nations entities to be housed in the compound;
- The actual cash-flow requirements;
- The provision of technically qualified supervision by United Nations staff;
- A determination as to whether the appropriate administrative procedures have been followed in the elaboration of the proposal for a project of the magnitude envisaged, including whether such requirements should be submitted centrally under section 32 (Construction, alteration, improvement and major maintenance) of the programme budget;
- The level of the financial and other contributions by the Government of Iraq and the precise terms of the agreement between the United Nations and the Government of Iraq.

Contribution of the Government of Iraq

89. Some information is provided in section VIII (ibid., paras. 106–108) on support to the United Nations from the Government of Iraq. The Advisory Committee notes that it is the understanding of the Secretariat that the Government of Iraq would contribute towards the construction of the facility and that full details will be provided to the General Assembly as they become available (ibid., para. 108). Upon enquiry, the Advisory Committee was informed that the Office of the Secretary-General had received a letter from the Permanent Mission of Iraq to the United Nations indicating that the Government of Iraq intended to make a financial contribution for the construction of UNAMI headquarters. **The Advisory Committee stresses the need to obtain details on the level of the contribution of the Government of Iraq in order to allow the General Assembly to make an informed decision on the proposal.**

90. The Advisory Committee also notes that the Government of Iraq has provided UNAMI with a 10-year lease for the site where the long-term integrated compound would be located (ibid., para. 108). At the same time, the Secretary-General indicates that the functional life expectancy of building components and major equipment is estimated to be 25 years (ibid., para. 114). **The Advisory Committee is concerned by the discrepancy between the period of the lease of the**

site and the "life expectancy" of the facility and by the resulting uncertainty regarding the future financial liability of the United Nations with regard to this site. It believes that there should be clarity on the commitments into which the Organization is entering and that further information should be provided on the future arrangements that will apply once the 10-year period of the lease has expired.

91. Furthermore, the Advisory Committee was informed that the status-of-mission agreement between the United Nations and the Government of Iraq, which was signed in June 2005, would enter into effect on the basis of an exchange of diplomatic notes between the United Nations and the Government of Iraq, subject to ratification by the Parliament. The United Nations understands that the Government of Iraq has not yet been able to place the status-of-mission agreement before the Parliament for ratification owing to a large backlog of pending legislation. In this connection, the Advisory Committee notes that the deployment of staff in Erbil and Baghdad is subject to the provisions of the agreement. **The Advisory Committee urges UNAMI to pursue its efforts to conclude the agreement.**

United Nations staffing levels

Participation of other United Nations funds and programmes and specialized agencies

92. As indicated above, the planned life expectancy of the integrated headquarters compound is estimated to be 25 years. Such long-term commitments are unusual in the context of special political missions. It is therefore essential that the Secretary-General set out, in as much detail and as clearly as possible, his vision concerning the long-term presence of UNAMI, as well as his assessment of the possible scenarios for the evolution of the situation in Iraq.

93. In paragraph 113 of the report (A/62/512/Add.5), the Secretary-General provides some details on the staff strength underlying the planning assumptions for the integrated compound in Baghdad, as follows: 180 United Nations international staff (comprising UNAMI, funds and programmes and specialized agencies), 150 national staff, 160 members of a United Nations guard force and 75 contractual support staff. The Advisory Committee notes that little concrete information is provided on the other organizations that would be housed in the new compound or on whether any agreements have been made or are being negotiated. **The Advisory Committee is of the view that specific information on the participation of other United Nations entities in the project should be provided in order to allow the General Assembly to make an informed decision. This should include, for example, the willingness of such entities to be co-located in the compound and cost-sharing arrangements.**

94. Upon enquiry, the Advisory Committee was provided with additional information on the actual number of international staff present in Baghdad in November 2007. This information showed that there were some 74 UNAMI staff and five staff members from United Nations funds and programmes. The limited number of UNAMI staff is due to ceilings imposed on the number of staff in Iraq for security reasons. As indicated in paragraph 99 of the report (ibid.), the United Nations country team for Iraq, which consists of United Nations agencies, funds and programmes, is based in Amman.

Administrative procedures

95. The Advisory Committee notes that, in a letter dated 25 June 2007,[4] the Secretary-General advised the Security Council of his intention to make arrangements for the expeditious construction of a new United Nations facility in Baghdad and to fund the new construction within the framework of the budget provisions for special political missions and that, in a letter dated 6 July 2007 from the President of the Council to the Secretary-General,[5] the Council expressed its support for the proposal (ibid., para. 87). Subsequently, in a letter dated 20 July 2007 from the Controller to the Chairman of the Advisory Committee, the Advisory Committee was informed of the Secretary-General's intention to proceed with the immediate planning for the construction of a United Nations integrated headquarters compound in Baghdad. **The Advisory Committee recalls that, in its letter of 27 July 2007 in reply to the Secretary-General, it emphasized that the**

Secretary-General was required to submit to the General Assembly for its consideration and approval a proposal for such a construction project.

96. **Given the scale and complexity of the proposed construction project, as well as the exceptional security situation and high risks presented by the operational environment of the Mission, the Advisory Committee recommends that the Secretary-General be requested to submit a complete proposal with full justifications for consideration by the General Assembly. The Advisory Committee stresses that due attention should be paid in the Secretary-General's new proposal to ensuring full compliance with United Nations procurement procedures for a transparent, competitive process for the selection of providers of products and services. Furthermore, the Advisory Committee is of the view that capital expenditure resources for a large multi-year project should be requested under section 32 (Construction, alteration, improvement and major maintenance) of the programme budget in order to ensure a coordinated and systematic approach, with rigorous central supervision and oversight through all the phases of the construction project. The new proposal should be submitted in time for the consideration of the General Assembly at its resumed sixty-second session.**

VI. Recommendation

97. **With regard to the Secretary-General's proposal for the action to be taken by the General Assembly, as set out in paragraph 30 of his report (A/62/512), the Advisory Committee recommends the following:**

(*a*) **With regard to the budgets for the 26 special political missions listed in table 1 of document A/62/512 for the period up to December 2008, the Advisory Committee recommends that the General Assembly approve the resources requested by the Secretary-General subject to its observations and recommendations in the paragraphs above. The Advisory Committee requests that the adjusted amount be provided to the Assembly at the time of its consideration of this item;**

(*b*) **With regard to the proposal for the construction of safe and secure facilities for UNAMI in Baghdad, as presented in part two of document A/62/512/Add.5, the Advisory Committee has recommended that the Secretary-General be requested to submit a new complete and detailed proposal for the consideration of the General Assembly, under section 32 (Construction, alteration, improvement and major maintenance) of the programme budget. It therefore recommends against approval of resources in the amount of $180,150,000 related to the construction of the United Nations integrated compound in Baghdad.**

Notes

[1] See exchange of letters between the Secretary-General (S/2005/808) and the President of the Security Council (S/2005/809) concerning the decision of the Secretary-General to extend the appointment of Mr. Mohamed Sahnoun as Special Adviser on Africa until 31 December 2006.

[2] S/2007/721. See *Resolutions and Decisions of the Security Council, 1 August 2007–31 July 2008*.

[3] S/2007/722. See *Resolutions and Decisions of the Security Council, 1 August 2007–31 July 2008*.

[4] S/2007/412. See *Resolutions and Decisions of the Security Council, 1 August 2006–31 July 2007*.

[5] S/2007/413. See *Resolutions and Decisions of the Security Council, 1 August 2006–31 July 2007*.

Document A/62/7/Add.30

Thirty-first report

Revised estimates: effect of changes in rates of exchange and inflation

[Original: English]
[19 December 2007]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the reports of the Secretary-General on the effect of changes in rates of exchange and inflation on the proposed programme budget for the biennium 2008–2009 (A/62/587) and on the proposed budgets of both the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia for the biennium (A/62/586). During its consideration of the reports, the Advisory Committee met with representatives of the Secretary-General, who provided additional information.

Effect of changes in rates of exchange and inflation on the proposed programme budget for the biennium 2008–2009

2. The impact of the proposed recosting on the proposed programme budget for the biennium 2008–2009 is an increase of $US 43,696,600 under the expenditure sections, from $4,385,023,900 (if the recommendations of the Advisory Committee were to be applied) to $4,428,720,500, and an increase of $5,492,300 under the income sections 1 to 3 of the proposed programme budget, from $514,356,900 (if the recommendations of the Advisory Committee were to be applied) to $519,849,200. The revised requirements under the expenditure sections of $4,428,720,500 reflect the combined effect of reductions of $12,338,400 recommended by the Advisory Committee (as detailed in A/62/587, para. 5), an increase of $83,314,800 resulting from revised exchange rate assumptions and a reduction of $39,618,200 related to revised inflation assumptions.

3. The recosting described in the report of the Secretary-General (A/62/587) is based on the initial budget proposals for the biennium 2008–2009, amended in accordance with the recommendations of the Advisory Committee, using the data available as of December 2007. As noted in paragraph 4 of the report, the indicative inclusion of the effect of applying the recommendations of the Advisory Committee is provided without prejudice to decisions yet to be made by the General Assembly on those recommendations.

4. The report provides details on the methodology used in the recosting of exchange rate fluctuations and inflation (ibid., paras. 8–11). As indicated in paragraph 2 of the report, consistent with the views of the Advisory Committee, the recosting exercise reflects such operational rates of exchange as would allow for the lowest estimates.

5. As indicated in paragraph 10 of the report, the estimated decreased requirements of $39.6 million for inflation reflects lower requirements in respect of Professional salaries ($14 million), General Service salaries ($15.9 million), staff assessment ($0.5 million) and non-post objects of expenditure ($9.2 million).

Effect of changes in rates of exchange and inflation on the proposed budgets for both the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia for the biennium 2008–2009

6. The recosting reflected in the report of the Secretary-General (A/62/586) reflects the impact of the latest data on actual inflation, the outcome of salary surveys, the annual cost-of-living adjustments, the movement of post adjustment indices in 2007 and the effect of the evolution of operational rates of exchange in 2007.

7. After recosting, the resource requirements for the two Tribunals for the biennium 2008–2009, as proposed by the Secretary-General and taking into account the recommendations

of the Advisory Committee, would amount to $280,386,800 gross for the International Criminal Tribunal for Rwanda (an increase of $6,287,100) and $364,666,900 for the International Tribunal for the Former Yugoslavia (an increase of $24,952,600).

8. In the case of the International Criminal Tribunal for Rwanda, the estimated increase of $6,287,100 reflects additional requirements of $4,262,900 due to revised exchange rate assumptions and $2,024,200 for recosted inflation. For the International Tribunal for the Former Yugoslavia, the total increase of $24,952,600 reflects the combined effect of additional requirements of $26,821,300 due to revised exchange rate assumptions and a reduction of $1,868,700 for recosted inflation.

9. As indicated in the report (ibid, para. 2), consistent with the views of the Advisory Committee, the recosting exercise reflects such operational rates of exchange as would allow for the lowest estimates.

Conclusion

10. **The Advisory Committee finds no technical basis for objecting to the revised estimates of the Secretary-General arising from the recosting of the effect of changes in rates of exchange and inflation reflected in the above reports of the Secretary-General (A/62/586 and A/62/587) and accordingly transmits them to the Fifth Committee for consideration.**

Document A/62/7/Add.31

Thirty-second report

Information and communications technology

[Original: English]
[21 December 2007]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the reports of the Secretary-General concerning information and communications technology as it relates to enterprise systems for the United Nations Secretariat worldwide (A/62/510), security, disaster recovery and business continuity (A/62/477) and the status of the development of an information and communications technology governance framework (A/62/502). During its consideration of the reports, the Advisory Committee met with the Chief Information Technology Officer, the Under-Secretary-General for Management and other representatives of the Secretary-General, who provided additional information and clarification.

2. Documents A/62/510 and A/62/502 were submitted pursuant to section II of General Assembly resolution 60/283 of 7 July 2006 concerning proposals submitted by the Secretary-General in his report on investing in information and communications technology (A/60/846/Add.1). The report of the Secretary-General on enterprise systems (A/62/510) contains proposals concerning an enterprise resource planning system to deal with the core financial, administrative and management operations of the Organization. It also seeks resources for the further implementation of the customer relationship management system and the enterprise content management system for managing the knowledge of the Organization.

3. The report on security, disaster recovery and business continuity (A/62/477) responds to requests made by the General Assembly in section XI of its resolution 59/276 of 23 December 2004 and section XV of its resolution 60/266 of 30 June 2006. The proposal includes requirements for the establishment of two major centralized data centres, at the United Nations Logistics Base at Brindisi, Italy, and at a proposed secondary site in Valencia, Spain. It also includes proposals related to the transitioning phase of the capital master plan in New York for the transfer of the current United Nations Headquarters data centre in the DC2 building to a new facility in Long Island City.

4. The overall estimated requirements relating to the proposals for enterprise systems as well as disaster recovery and business continuity for the period from 1 January 2008 to 31 December 2009 under the regular budget and the support account for peacekeeping operations amount to $US 106,114,000, with an increase of 44 temporary posts for enterprise resource planning project staff, comprising 37 posts in the Professional category and 7 in the General Service category (Other level). The breakdown of resources by project and source of funds is provided in table 1.

Table 1
Proposed resource requirements

		Peacekeeping support account			
	Regular budget[a]	*1 January–30 June 2008*	*1 July 2008–31 December 2009*[b]	**Subtotal**	**Total**
Enterprise systems					
Enterprise resource planning	19 474 500	—	—	—	**19 474 500**
Customer relationship management	1 449 000	2 523 400	4 186 700	**6 710 100**	**8 159 100**
Enterprise content management	4 032 000	4 219 300	6 569 200	**10 788 500**	**14 820 500**
Subtotal	**24 955 500**	**6 742 700**	**10 755 900**	**17 498 600**	**42 454 100**

		Peacekeeping support account				
	Regular budget[a]	*1 July 2007–30 June 2008*	*1 July 2008–30 June 2009*	*1 July 2009–30 June 2010*	**Subtotal**	**Total**
Disaster recovery and business continuity						
Proposed site B: Valencia	11 249 400	298 700	3 917 300	5 601 500	**9 817 500**	**21 066 900**
Long Island City: equipment	10 260 200		2 565 000	199 200	**2 764 200**	**13 024 400**
North Lawn: equipment	6 811 300		1 702 800	136 900	**1 839 700**	**8 651 000**
Long Island City: construction and lease costs	18 972 000	389 100	1 518 100	38 400	**1 945 600**	**20 917 600**
Subtotal	**47 292 900**	**687 800**	**9 703 200**	**5 976 000**	**16 367 000**	**63 659 900**
Total	**72 248 400**				**33 865 600**	**106 114 000**

[a] 2008–2009 estimate, before recosting.

[b] Amount relates to the peacekeeping budget period (1 July 2008 to 30 June 2009) and the first six months of the subsequent period.

II. Enterprise systems

A. Enterprise resource planning system

5. The report of the Secretary-General outlines his view of the main objectives of the enterprise resource planning project, his analysis of the weaknesses of the Integrated Management Information System (IMIS), the need for change, the expected benefits of an enterprise resource planning system, the progress to date and the next steps to be taken. The Advisory Committee notes the intention of the Secretary-General to adopt a phased approach, with implementation scenarios based on key priorities, and the importance he attaches to a number of principles, such as limited customization of the standard software and the simplification, where possible, of working practices (A/62/510, paras. 5–25). The Secretary-General is seeking resources to establish a start-up capacity for the enterprise resource planning project. He proposes to submit a more realistic projection of the overall costs of the project once a detailed inventory of functional and technical requirements, which is under way, has been completed and priorities have been established, at the resumed sixty-second session of the General Assembly.

Project governance and organization

6. The Secretary-General's proposal for the enterprise resource planning governance framework is set out in paragraphs 35 to 38 of his report, including the composition and broad responsibilities of the project steering committee and the project team, which includes specialized working groups in functional as well as technical areas. The Advisory Committee notes that the detailed planning and execution of the project will be done by the enterprise resource planning project team, coordinated and led by a programme management office headed by a Project Director, reporting to the Chief Information Technology Officer. Institutional links with user departments during the planning and implementation of the project will be assured through advisory groups.

7. **The Advisory Committee emphasizes the need to ensure effective coordination and cooperation among the lead technology divisions as well as between them and the client departments. In this connection, the Advisory Committee underscores the importance of the leadership and accountability of the Chief Information Technology Officer (ibid., para. 36). The Advisory Committee also emphasizes the importance of the commitment of the Secretary-General to this complex project.**

International Public Sector Accounting Standards

8. The Advisory Committee recalls that, in section IV of its resolution 60/283, the General Assembly approved the adoption by the United Nations of the International Public Sector Accounting Standards and that the Secretary-General had proposed their adoption as part of a system-wide adoption of the Standards by 2010 (see A/60/846/Add.3, para. 22).

9. The Advisory Committee notes from paragraph 45 of the report of the Secretary-General (A/62/510) that the core elements of the enterprise resource planning system are to be implemented by the end of 2010. **It would appear therefore that the Organization might not be in a position to achieve the system-wide target for the adoption of the Standards by 2010. The Advisory Committee requests that the detailed report to be submitted to the General Assembly provide complete information on the status of the project (see para. 10 (*a*) below).**

Other observations and recommendations

10. The report to be submitted to the General Assembly at its resumed sixty-second session should contain a comprehensive proposal, setting out clearly the user needs, scope, timetable, risk analysis and strategies for mitigating risks, an implementation plan and full information on the resource requirements of the project, including for maintaining the system. The Advisory Committee requests that the report also provide:

(*a*) Details on the status of the project, including utilization of the resources provided during the biennium 2006-2007 for preparatory work on the International Public Sector Accounting Standards and a detailed cost study and implementation plan for the project (see General Assembly resolution 60/283 and document A/60/870), as well as on what has been accomplished;

(*b*) Further clarification of the implications and risks associated with the fast-track approach for procurement, which involves acquiring in parallel both the enterprise resource planning software and the services of a system integrator (A/62/510, para. 33);

(*c*) Further information on the expected contribution of the information and communications technology system to enhancing the effective and transparent use of the resources of the Organization, as well as detailed explanations and concrete examples of how it is envisaged that the proposals will enhance the effectiveness of the work of the Organization and address current deficiencies, as requested by the General Assembly (resolution 60/283, sect. II, paras. 5 (*c*) and (*f*));

(*d*) Further information on the rationale for determining the cost-sharing formula for funding the implementation of the enterprise resource planning system, under which 80 per cent of the costs are to be borne by the support account for peacekeeping operations and 20 per cent by the regular budget (A/62/510, para. 60);

(*e*) Further information on cost savings and increases in efficiency and productivity that could release resources from administrative and support activities for redeployment to substantive areas.

11. The Secretary-General is requesting authorization to establish a multi-year special account to record income and expenditures for the project. The Advisory Committee recognizes that it is essential to keep track of project costs. **However, the Advisory Committee is not in favour of yet another multi-year account. In this regard, it requests that the Secretary-General ensure efficient utilization and transparent reporting on the project costs without having recourse to a multi-year account.**

Recommendations on resources

12. The Advisory Committee recognizes the need for a dedicated capacity to support the implementation of the enterprise resource planning project. A total of 44 temporary posts are requested for the project team, of which some are required immediately to finalize the project proposal, with the rest required to support project implementation. The list of functions enumerated in paragraph 52 of the report of the Secretary-General does not distinguish between the activities of the preparatory phase and those related to project implementation.

13. The full staffing requirements for the project are to be submitted in the context of the forthcoming detailed report. The Advisory Committee considers that, at this stage, the Secretary-General should be provided with sufficient resources to create a core team for project start-up so as to support the preparatory tasks or project activities that need to be performed until the detailed proposals are submitted and considered. **The Advisory Committee therefore recommends that the temporary post for a Project Director at the D-2 level be approved and that the Secreuary-General be authorized to establish 15 further temporary posts, to be distributed in accordance with the priorities of the planning stage.** The Advisory Committee also believes that the Secretary-General should draw upon existing resources from the information and communications technology teams of the departments that are involved in the project, in particular, the Department of Management and the Department of Field Support, as well as the offices away from Headquarters, with a view to developing and strengthening in-house expertise, under the authority of the Chief Information Technology Officer.

14. As indicated in paragraph 59 of the report, non-post requirements amounting to $7,029,700, before recosting, are proposed for the biennium 2008–2009, comprising operational provisions for the project team covering contractual services, consultants, travel, general operating expenses, supplies and furniture and equipment. General temporary assistance provisions are also included for acquisition activities and procurement-related issues, research and development of appropriate contracting models for the software, integration services and other associated contractual arrangements. (ibid., table 1). **The Advisory Committee recommends acceptance of the proposals for non-post requirements, adjusted to take into account its recommendations on temporary posts in paragraph 13 above.**

B. Customer relationship management

15. From the information provided in annex II to the report of the Secretary-General, it appears that the software for the customer relationship management system has been acquired and that implementation is under way in the offices and units that are the central providers of information and communications technology services at Headquarters, namely in the Department of Management and the Department of Field Support. The implementation of similar services is envisaged in the offices away from Headquarters. The Advisory Committee notes that the Secretary-General intends to request additional resources for implementation in the offices away

from Headquarters in the context of the next progress report to be submitted to the General Assembly at its resumed sixty-second session. It is further envisaged to adapt the system for the management of military and police capacity in field missions and automated telephone billing in peacekeeping missions. The Advisory Committee understands that once the projects are developed, the additional costs for their deployment in other duty stations or offices are related mainly to licences for new users, since the system is deployed centrally from the United Nations Logistics Base.

16. Upon enquiry, the Advisory Committee was provided with additional information, summarized in table 2, on the estimates of the total costs of the customer relationship management system during the biennium 2006–2007. These estimates reflect provisions utilized for the system from overall approved provisions for information and communications technology. No resources were approved for customer relationship management for prior bienniums.

Table 2

Costs of the customer relationship management system, 2006–2007

Category	*Peacekeeping support account*	*Regular budget*	**Total**
General temporary assistance	—	52 163	**52 163**
Consultants	42 642	94 343	**136 985**
Software	97 900	1 402 540	**1 500 440**
Travel	1 846	—	**1 846**
Maintenance	—	226 997	**226 997**
Training	5 918	28 750	**34 668**
Total	**148 306**	**1 804 793**	**1 953 099**

17. Additional resources in the amount of $1,449,000 (before recosting) are requested under the regular budget for the biennium 2008–2009 for relationship management projects relating to Member States, both at Headquarters and in the field, to be developed jointly by the Economic and Social Commission for Asia and the Pacific and Headquarters. **The Advisory Committee recommends approval of this proposal. It also recommends that any potential for the absorption of these additional resources be explored after approval of the programme budget for the biennium 2008–2009.**

18. It is proposed that additional applications of the customer relationship management system be developed for peacekeeping operations, to be funded from the support account for peacekeeping operations. Total additional resources in the amount of $6,710,100 would be required for the period from 1 January 2008 to 31 December 2009, including $3,626,900 for the management of troop contributions and $3,083,200 for the automated billing of telecommunications services.

19. Upon enquiry, the Advisory Committee was informed that of the total amount of $6,710,100 required for the implementation of the customer relationship management system, it is proposed that $2,523,400 be funded from within the approved budget of the support account for peacekeeping operations for the period from 1 July 2007 to 30 June 2008 and that a report be submitted to the General Assembly in the context of the performance report on the support account for that period. **The Advisory Committee recommends acceptance of this proposal.**

20. The Secretary-General indicates that the remaining amount of $4,186,700 would the requested under subsequent support account budget proposals. The Advisory Committee will consider further requirements in the context of the budget proposal for the support account for 2008/09.

C. Enterprise content management

21. The Advisory Committee emphasizes the need for a detailed proposal concerning the enterprise content management system. The information provided in paragraphs 70 to 73 of the report of the Secretary-General gives an indication of the scope and complexity of the system, which contains many elements, including the Official Document System (ODS), records management and knowledge-sharing. It is stated that the enterprise content management system is the counterpart of the enterprise resource planning system for the substantive areas of the Organization, dealing with information as opposed to resources. Moreover, the enterprise content management system would be deployed over many years, have an impact on most staff and require considerable investment.

22. The Advisory Committee understands that the enterprise content management software has already been selected and that the initial priority areas for implementation have been identified, including: (*a*) the migration of ODS and the United Nations Internet site; (*b*) collaboration capabilities that involve the secure, web-based exchange of documents and ideas to support Member States and delegations in their consultative processes; (*c*) a peacekeeping reporting process for the automation of document workflows related to the observation and reporting of activities undertaken in field missions; (*d*) a central repository for institutional knowledge that can be shared by staff in the field through a peace operations Intranet; and (*e*) overall enterprise content management governance to ensure coordination and the maintenance of standards.

23. Upon request, the Advisory Committee was provided with additional information on the expenditures incurred during the biennium 2006–2007 in relation to the enterprise content management system, under the regular budget. This includes $2,982,919 for licences, $749,081 for the maintenance of the system and $975,000 for professional services.

24. The total resource requirements for the biennium 2008–2009 requested by priority area under the regular budget and the support account are set out in table 4 of the report of the Secretary-General, amounting to $4,032,000 under the regular budget. **The Advisory Committee recommends approval of this proposal. It also recommends that any potential for the absorption of these additional resources be explored after approval of the programme budget for the biennium 2008–2009.**

25. A further $10,788,500 is required under the support account, of which $4,219,300 is requested from within the approved support account budget for the period 2007/08. The remaining amount of $6,569,200 would need to be funded under subsequent peacekeeping support account budgets. Upon enquiry, the Advisory Committee was informed that the approved support account budget for the period 2007/08 did not include specific provisions for the implementation of enterprise content management, but that it was anticipated that the amount of $4,219,300 requested could be absorbed from within the approved resources and would be reported to the General Assembly in the context of the related performance report. **The Advisory Committee recommends acceptance of the proposal concerning the requirements in the amount of $4,219,300 to be absorbed from the approved support account budget for the period ending 30 June 2008.** It will consider the remaining proposals in the context of the budget proposal for the support account for 2008/09.

26. The Advisory Committee notes that the proposals for cost-sharing between the regular budget and the support account, outlined in paragraph 74 of the report, are based on the nature of the priority areas to be covered. Funding for ODS and the United Nations website would be borne by the regular budget, while the costs of the other projects, which relate exclusively to peacekeeping operations, would be requested under the support account.

General remarks concerning the customer relationship management and enterprise content management systems

27. **In the view of the Advisory Committee, such enterprise systems should be developed and implemented under the authority of the Chief Information Technology Officer. This is essential to ensure a coordinated approach to the development of enterprise systems.**

28. The Advisory Committee recalls that in its consideration of the budget proposals of the Department for General Assembly and Conference Management for the biennium 2008–2009, it had emphasized the need to ensure compatibility between the customer relationship management and enterprise content management systems with the forthcoming enterprise resource planning system (A/62/7 and Corr.1, para. I.42).

29. **The positive resource recommendations on the customer relationship management and enterprise content management projects reflect the desire of the Advisory Committee not to impede the successful implementation of projects that are in progress and for which significant expenditure has already been incurred. It points out, however, that it would have been appropriate for the Secretary-General, at the time of the inception of these projects, to make a full proposal. As these projects are now in midstream, the Advisory Committee recommends that the General Assembly request the Secretary-General to report on their status in the first performance report on the programme budget for the biennium 2008–2009, including the benefits they will provide for the Organization, methods for assessing their effectiveness, their full cost and the measures necessary to complete and maintain the systems and to realize their potential benefits.**

D. Conclusion

30. The actions to be taken by the General Assembly in relation to the proposals concerning enterprise systems are set out in paragraphs 81 to 84 of the report of the Secretary-General. **The Advisory Committee recommends that the General Assembly approve the approach described in the report for the replacement of IMIS and related ancillary systems in all offices of the Secretariat, including offices away from Headquarters, regional commissions, peacekeeping and political missions and other field missions. The Advisory Committee recommends that the resources requested for the implementation of the enterprise systems under the proposed programme budget for the biennium 2008–2009 and the approved support account budget for the period 2007/08 be adjusted to take into account its recommendations in paragraphs 13, 14, 17, 19, 24 and 25 above. The Advisory Committee requests that the adjusted amount be provided to the General Assembly at the time of its consideration of this question.**

III. Disaster recovery and business continuity

31. The Advisory Committee notes that the report of the Secretary-General (A/62/477) contains two sets of proposals. In the first part of the report, the Secretary-General presents proposals for a global operational framework for information and communications technology infrastructure, which addresses the technical study on security, business continuity and disaster recovery, including detailed costing and a timetable (resolution 59/276, sect. XI, para. 47), and the proposals for disaster recovery and business continuity in peacekeeping missions (resolution 60/266, sect. XV) and provides an analysis of infrastructure improvements linked to the implementation of enterprise resource planning undertaken pursuant to section II of resolution 60/283. This global operational framework would ensure disaster recovery and business continuity for information and telecommunications systems at Headquarters, offices away from Headquarters and field missions through the establishment of a major centralized data centre at the United Nations Logistics Base and one at a proposed secondary site in Valencia, Spain (A/62/477, paras 62 and 63).

32. In the second part of the report, the Secretary-General makes proposals for a separate initiative related to the transitioning phase of the capital master plan in New York, for the transfer of the current United Nations Headquarters data centre in the Secretariat building to a North Lawn facility and the current secondary data centre in the DC2 building to a new facility in Long Island City. Under the capital master plan, the DC2 facility, which has limited capacity and weak technical infrastructure, was to function as a primary data centre. The current proposal would limit risks and ensure continuity under the capital master plan. In this connection, the Advisory Committee notes with interest that discussions on possible cooperative arrangements for a multi-agency joint operation at the Long Island City location are in progress with the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP), the United Nations Population Fund (UNFPA) and the United Nations Joint Staff Pension Fund (UNJSPF).

33. As noted above (para. 10), the Secretary-General will submit to the General Assembly a detailed report on the implementation of the enterprise resource planning at its resumed sixty-second session. **The Advisory Committee will revert to the first part of the Secretary-General's proposals regarding the global operational framework and the requirements for the data centres at the United Nations Logistics Base and the proposed secondary site in Valencia in that context.** The Advisory Committee notes the generous offer of the Government of Spain in this regard (ibid., para. 63).

34. The imminent implementation of the capital master plan requires immediate action regarding the data centres at United Nations Headquarters. With respect to the second part of the Secretary-General's proposals, related to the transitioning phase of the capital master plan, the Advisory Committee recommends the following:

(*a*) **That the Secretary-General be authorized to proceed with the implementation of the North Lawn facility and that the resources requested for this purpose be approved. This includes $6,811,300 under the regular budget for the biennium 2008–2009 and an additional requirement, not exceeding $389,100, towards its share of the design and rental costs of the North Lawn and Long Island City data centres, to be prorated from within the already approved resources of individual peacekeeping operations for the period from 1 July 2007 to 30 June 2008;**

(*b*) **That the Secretary-General be requested to pursue his discussions with UNICEF, UNDP, UNFPA and the UNJSPF with a view to concluding an agreement on cooperative arrangements for a multi-agency joint operation at the Long Island City site and to report on progress made in this regard to the General Assembly at its resumed sixty-second session. The Advisory Committee will revert to these proposals in the context of its consideration of the detailed report on the implementation of the enterprise resource planning system.**

The Advisory Committee recommends that the resources requested for business continuity and disaster recovery under the proposed programme budget for the biennium 2008–2009 and the approved support account budget for the period 2007/08 be adjusted to take into account its recommendations above. It requests that the adjusted amount be provided to the Assembly at the time of its consideration of this item.

IV. Information and communications technology governance

35. The Advisory Committee notes that the report of the Secretary-General (A/62/502) is submitted on the basis of the work of the Chief Information Technology Officer, who took up his duties in late August 2007, and that it provides interim information on the status of the development of an information and communications technology governance framework for the United Nations Secretariat worldwide. The Advisory Committee was informed that the Chief Information Technology Officer, along with other key senior officials, had undertaken comprehensive consultations with a view to developing the vision, strategy, high-level programme and governance framework for information and communications technology at the United Nations, which will be submitted to the General Assembly at the second part of its resumed sixty-second session.

36. The Advisory Committee considers that a serious gap in this interim report is the absence of a clear statement of the responsibility and authority of the Chief Information Technology Officer in the Secretariat, as well as the measures to put them into effect. In its report (A/60/870, para. 14) on the Secretary-General's detailed reform proposals set out in the documents entitled "Investing in the United Nations: for a stronger Organization worldwide" (A/60/846 and Add.1–4), the Advisory Committee had recommended "**the creation of a post of Chief Information Technology Officer at the Assistant Secretary-General level through redeployment, on the understanding that the incumbent would head an office which would integrate the Information Technology Services of the Department of Management and the Communication and Information Technology Service of the Department of Peacekeeping Operations and provide Secretariat-wide leadership, including for the information technology functions of offices away from Headquarters". The Advisory Committee reaffirms this recommendation and considers it essential that the Chief Information Technology Officer have clear authority over the resources of the Information Technology Services of the Department of Management and the Communication and Information Technology Service of the Department of Peacekeeping Operations.**

37. **On a related matter, the Advisory Committee emphasizes the importance of coordination among the organizations of the United Nations system, within the framework of the United Nations System Chief Executives Board for Coordination (CEB). It encourages the Secretary-General, as Chairman of CEB, to foster deeper coordination and collaboration between the United Nations organizations in all matters related to information and communications technology. Particular attention should be paid to maximizing exchanges and synergies among the organizations regarding their ongoing enterprise resource planning initiatives and to exploring all possibilities for convergence towards the adoption of common solutions, procedures and standards.**

38. It is proposed to constitute an interim support team reporting directly to the Chief Information Technology Officer for the period from January to June 2008 (A/62/502, paras. 19–22). The team would comprise four Professional positions (1 D-1, 2 P-5, 1 P-4) and one General Service position to be funded from general temporary assistance in the amount of $421,400 (before recosting). The associated operational costs for office accommodation, commercial communications, supplies, furniture and equipment for the five positions amount to $194,200 (before recosting). A further $234,700 (before recosting) is requested under consultants and experts and $75,100 under travel.

39. The Advisory Committee notes that both the Department of Management and the Department of Field Support are assisting the Chief Information Technology Officer by providing a limited level of temporary staff and other resources. The Advisory Committee is of the view that the Chief Information Technology Officer should have the authority to draw upon the resources of those departments, as required. **However, during the interim period until a new information and communications technology governance structure is adopted, the Advisory Committee recommends approval of the resources requested in the amount of $925,400 (before recosting), as a charge against the contingency fund.**

Documentation

- Report of the Secretary-General on information and communications technology security, disaster recovery and business continuity for the United Nations (A/62/477)
- Report of the Secretary-General on investing in information and communications technology: status report (A/62/502)
- Report of the Secretary-General on information and communications technology: enterprise systems for the United Nations Secretariat worldwide (A/62/510)
- General Assembly resolutions 60/283, 60/266 and 59/276

Document A/62/7/Add.32

Thirty-third report

Revised estimates under sections 1, 3, 28D and 35 of the programme budget for the biennium 2008–2009 relating to the strengthening of the Department of Political Affairs

[Original: English]
[15 January 2008]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on revised estimates under section 1 (Overall policymaking, direction and coordination), section 3 (Political affairs), section 28D (Office of Central Support Services) and section 35 (Staff assessment) of the proposed programme budget for the biennium 2008–2009 relating to the strengthening of the Department of Political Affairs (A/62/521 and Corr.1). During its consideration of the report, the Advisory Committee met with the Under-Secretary-General for Political Affairs and other representatives of the Secretary-General, who provided additional information and clarification.

2. The documents used by the Advisory Committee in its consideration of the question are listed at the end of the present report.

3. The Advisory Committee recalls that the Secretary-General, in paragraph 159 of his comprehensive report on strengthening the capacity of the United Nations to manage and sustain peace operations (A/61/858 and Corr.1), had indicated his intention to provide an analysis of workload statistics and a subsequent funding proposal for United Nations Headquarters support for special political missions, to be submitted to the General Assembly during the main part of its sixty-second session (see also A/62/1, paras. 42–50). The Advisory Committee, in its first report on the proposed programme budget for the biennium 2008–2009, further indicated that it had been informed that the Secretary-General was considering making proposals at a future date concerning the requirements of the Department of Political Affairs (A/62/7 and Corr.1, para. II.5).

4. The Secretary-General has submitted reports on estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council (A/62/512 and Add.1–3 and Add.4 and Corr.1 and Add.5), and the Advisory Committee's comments and recommendations thereon are contained in document A/62/7/Add.29 in the present supplement.

5. As indicated by the Secretary-General, the proposals contained in his report seek to further strengthen the peace and security infrastructure of the United Nations. Furthermore, the restructuring of the Department of Peacekeeping Operations and the creation of the Department of Field Support (see General Assembly resolution 61/279 of 29 June 2007) constituted the first step in his efforts to meet the responsibilities assigned to the Organization by Member States in the area of peace and security. According to the Secretary-General, the next step must focus on the Organization's capacity to prevent and resolve conflict, with the Department of Political Affairs holding the primary responsibility for carrying out preventive diplomacy and supporting his good offices functions (see A/62/521 and Corr.1, para. 4). The Secretary-General is therefore proposing to reconfigure the structure of the Department of Political Affairs to make it more field-oriented, to provide adequate resources to make the concept of preventive diplomacy workable and to ensure better cooperation and liaison with partners inside and outside of the Organization. He further argues that responsibilities have multiplied over the years without proportionate budgetary increases.

6. Upon enquiry, the Advisory Committee was provided with the following information on the growth of the resources of the Department of Political Affairs since the biennium 1998–1999:

Department of Political Affairs[a]

Biennium	*Total revised appropriation (Thousands of United States dollars)*	*Growth compared to the previous biennium (Percentage)*	*Number of staff*	*Growth compared to the previous biennium (Percentage)*
1998–1999	41 233.9	—	195	—
2000–2001	43 624.7	5.8	197	1.0
2002–2003	47 950.7	9.9	203	3.0
2004–2005[b]	58 913.9	22.9	211	3.9
2006–2007	62 744.2	6.5	220	4.3

[a] Requirements under section 3 (Political affairs), part A (Department of Political Affairs) of the programme budget.

[b] Includes requirements relating to the Counter-Terrorism Committee, which were subsequently realigned following the establishment of the Counter-Terrorism Executive Directorate.

7. The Advisory Committee was informed that the Secretary-General's proposals were based on a needs-based review at the desk level, together with a comparison with other organizations, and took into account recommendations made in the context of the report of the Panel on United Nations Peace Operations (see A/55/305), the report of the High-level Panel on Threats, Challenges and Change (see A/59/565 and Corr.1), the progress report of the Secretary-General on the prevention of armed conflict (A/60/891) and the comprehensive evaluation by the Office of Internal Oversight Services of political affairs, which resulted in a series of seven reports,[1] as well as various Security Council resolutions and presidential statements and General Assembly resolutions.

8. The salient proposals contained in the report of the Secretary-General (A/62/521 and Corr.1) can be summarized as follows:

(*a*) The building-up of the capacity of the regional divisions of the Department of Political Affairs, including the splitting of two "mega-divisions" (the Asia and Pacific Division and the Americas and Europe Division), which would result in a total of six divisions (instead of the current four), with the bulk of the resources being invested at the P-2 to P-4 levels;

(*b*) The strengthening of the Department's policy-planning capacity and mediation support function through the formation of a Policy, Partnerships and Mediation Support Division;

(*c*) The request for an increase in the Electoral Assistance Division in view of the increase in the number and complexity of requests for technical assistance in this field;

(*d*) The increase in the staffing resources of the Security Council Affairs Division to support the increased demands placed on the sanctions committees;

(*e*) The rationalization of the field presence of the Department of Political Affairs through the establishment of a network of regional offices to assist Member States and regional organizations with their priority issues in the area of peace and security;

(*f*) The tightening of the management, executive and oversight functions by refocusing the work of the Office of the Under-Secretary-General and reinforcing the capabilities of the Executive Office of the Department of Political Affairs.

9. The Advisory Committee notes the format of the Secretary-General's presentation, which provides details on how the existing capacity of the Department is being utilized in carrying out the mandated functions and on the changes proposed for the configuration and functions in view of the resources being requested. The Advisory Committee also notes that 35 per cent of the

additional posts proposed for the Department of Political Affairs are at relatively junior levels (P-4, P-3 and P-2/1), consistent with the requests of the General Assembly for rejuvenation of the Secretariat.

10. **The Advisory Committee recognizes that there are organizational and resource constraints in certain areas of the Department of Political Affairs that challenge its capacity to fulfil its tasks. While it recommends acceptance of some proposed additional capacity, the Advisory Committee cautions against the fragmentation of the regional divisions into a multiplicity of units, often leading to requests for additional senior posts to head those units. The Advisory Committee points out that such an approach leads to structural rigidity, making it difficult to deploy staff where they are required. The Advisory Committee considers that in some cases it would be more efficient to deal with issues in an integrated manner instead of on a country-specific basis, given the work of regional organizations.**

11. **In its report relating to the Secretary-General's proposals on strengthening the capacity of the United Nations to manage and sustain peace operations, the Advisory Committee indicated that attention should be given to possible synergies, not only between the Department of Peacekeeping Operations and the Department of Political Affairs, but also among all departments of the Secretariat and the specialized agencies, funds and programmes, thus leading to efficiencies and/or savings, instead of just resorting to requests for additional resources (see A/61/937, para. 16). This observation is equally relevant in the context of the proposals for strengthening the Department of Political Affairs.**

12. **According to the Secretary-General (A/62/521 and Corr.1, para. 72), the Department of Political Affairs is not an operational department and does not undertake development projects. It does provide the overall strategic approach for countries in conflict or emerging from conflict. The Advisory Committee is of the view that, in discharging its role on the wide range of cross-cutting global issues, it must do so in a manner that is fully cognizant of the competence of other relevant entities that have a substantive comparative advantage in dealing with certain issues (see also paras. 13 and 19 below). In some regions, the Department should complement rather than duplicate the work already done by a network of competent regional and subregional organizations involved in peace and security matters.**

13. The Office of Internal Oversight Services has pointed out the need for better coordination and stronger partnerships in order to address contemporary conflicts. While the strengthening of the regional divisions of the Department of Political Affairs is warranted, it is also necessary to develop and broaden the Department's collaboration with the rest of the United Nations system. Moreover, the Advisory Committee has stressed on numerous occasions the need to enhance coordination and cooperation between the Department of Political Affairs and the Department of Peacekeeping Operations to ensure complementarity and avoid duplication and overlap and to consider a redistribution of resources (A/59/784, para. 36, and A/58/7 and Corr.1, para. II.9). In this connection, the Advisory Committee notes the observation by the Office of Internal Oversight Services in the context of its evaluation of political affairs[2] that the only formal articulation of the working relationship of the two Departments is contained in paragraphs 126 and 127 of the report of the Secretary-General entitled "Strengthening of the United Nations: an agenda for further change" (A/57/387 and Corr.1). **The Advisory Committee, while noting that relationships and operational arrangements between the Department of Political Affairs and the Department of Peacekeeping Operations may have improved, is of the opinion that the pending issues and the above-mentioned shortcomings should be addressed.**

14. The Advisory Committee also notes that more formal means of communication are being developed between the Department of Field Support and the Department of Political Affairs to ensure adequate support for special political missions (see A/62/521 and Corr.1, para. 327). **The Advisory Committee emphasizes that as the newly established Department of Field Support becomes operational, the respective roles of the two Departments in the area of support for special political missions should be clearly defined and reported to the General Assembly.**

15. In addition, the Office of Internal Oversight Services, in its report on the audit of the management of special political missions by the Department of Political Affairs (A/61/357), made a series of recommendations that were generally accepted by the Departments of Political Affairs and Peacekeeping Operations. The Office pointed out the inherent risk of duplication and overlap regarding the functions of the regional divisions of the Department of Political Affairs and the Office of Operations of the Department of Peacekeeping Operations, particularly in countries where there are both peacekeeping missions and special political missions or special envoys of the Secretary-General. The Office recommended the creation of a departmental task force and the development of a coordination methodology by the lead department. **The Advisory Committee notes that the matter of the development of clear criteria or transparent decision-making mechanisms to determine the lead department for special political missions in the field remains to be addressed (see paragraph 10 of document A/62/7/Add.29 in the present supplement). This could be done in the context of the requests contained in paragraphs 13 and 14 above.**

16. In this connection, the Secretary-General, in his report on estimates in respect of special political missions, indicated that the development of a methodology for support arrangements for special political missions was underway (A/62/512, paras. 16–20). **As indicated by the Advisory Committee, it is premature to draw any conclusions based on the preliminary aspects of the methodology envisaged (see document A/62/7/Add.29 in the present supplement). The Advisory Committee expects that the methodology being developed will take full account of recent measures such as strengthening the capacity of the United Nations to manage and sustain peace operations, decisions that may be taken by the General Assembly on the proposals for strengthening the Department of Political Affairs and lessons learned in supporting peacekeeping operations.** This matter will therefore be considered in a comprehensive proposal to be presented to the Assembly at a later date, which should include those issues mentioned in paragraphs 13 to 15 above.

17. The Advisory Committee also recalls that the General Assembly requested the Secretary-General to submit a report on the possible application of the relevant provisions of its resolution 61/276 of 29 June 2007 to other field operations administered by the Department of Peacekeeping Operations, including special political missions, where applicable (see General Assembly resolution 61/276, sect. I, para. 8, and A/62/512, paras. 13–15). Likewise, in its resolution 61/279, the Assembly requested the Secretary-General to submit, at the second part of its resumed sixty-third session, a comprehensive report on the efficiency and effectiveness of the new structure in the implementation of mission mandates, as well as on programme delivery, improvements in the administrative and management processes, the functions of the integrated operational teams, measures to ensure coordination and integration between the Department of Peacekeeping Operations and the Department of Field Support and the efficiencies and improvements resulting from past reforms of the Department of Peacekeeping Operations.

18. **The Advisory Committee agrees with the Office of Internal Oversight Services that merely adding staff is insufficient to ensure the fulfilment of mandates.**[3] **A transformation in qualitative terms in the work processes of the Department of Political Affairs is also required. Measures for improvement require immediate attention to a human resources strategy for the Department, which should address requisite skill sets for staff, linguistic competencies, training and mobility.**

19. As also indicated in the evaluation of the Office of Internal Oversight Services, there is not only a need for up-to-date information and in-depth strategic political analysis but, more importantly, instead of narrowly politically focused products, a breadth of perspective is required to support decision-making in complex political situations. **The Advisory Committee is of the opinion that this is achievable with the appropriate tools and resources, as well as through appropriate coordination and cooperation with other entities in the Secretariat, such as the Peacebuilding Support Office, the regional commissions and other relevant actors of the United Nations system, for example the agencies, funds and programmes, including**

the country teams. The Advisory Committee concurs with the requirement for more information and guidance on lessons learned and best practices in conflict prevention.

20. The Advisory Committee notes that best practices functions are proposed, yet it is not clear what the systematic approach will be for evaluating performance (see para. 71 below). The Office of Internal Oversight Services has recommended that the regional divisions should strengthen their results-based management system and that they should refine and develop performance indicators that are meaningful for internal management purposes.

21. The Secretary-General has indicated his intention to further develop a larger network of regional presences, taking into account the regional nature and impact of many of today's conflicts and the opportunities for regional solutions (A/62/521 and Corr.1, paras. 280-290). The Advisory Committee was informed that the structure and activities of the regional offices would be patterned on or comparable to those of the United Nations Office for West Africa, which was established in 2002. In this connection, in his report on the estimates for special political missions, the Secretary-General included the resources related to the proposed establishment of the United Nations Regional Centre for Preventive Diplomacy for Central Asia, to be funded under the provision for special political missions for a one-year period ending 31 December 2008, providing a follow-on presence to the United Nations Tajikistan Office of Peacebuilding (see A/62/512/Add.3, paras. 113-123). The Advisory Committee indicated that it would address the proposals for resource requirements of the Regional Centre in the context of its consideration of the proposals for strengthening the Department of Political Affairs (see paras. 64 and 65 below).

22. The Advisory Committee notes that the Secretary-General has indicated his intention to further propose a regional office in Central Africa and the Great Lakes region in 2008, in response to the call of the Security Council for a comprehensive and concerted approach to the issues of peace, security and development in Central Africa and to support the efforts of the International Conference on the Great Lakes region. Furthermore, consideration will be given to establishing similar offices in the Horn of Africa, the Balkans, South-East Asia and the Andean/Caribbean regions in the next biennium, depending on the status of existing operations on the ground, the views of Member States and regional organizations in the area and specific mandates from the appropriate legislative authorities.

23. **The Advisory Committee takes note of the proposed regional approach to preventive diplomacy and mediation as an important element of the work of the Department of Political Affairs. However, there is a need to avoid a fragmented and piecemeal approach. The Advisory Committee expects that, as indicated in his report (A/62/521 and Corr.1), the Secretary-General will provide a detailed comprehensive proposal on the strengthening of regional presences. Given the scope and multiplicity of offices contemplated for several locations, as indicated in paragraph 22 above, the Advisory Committee believes that full information should be provided on the justification for the establishment of such offices; the procedures for their approval by the appropriate legislative bodies; the process for seeking the views of Member States in the area of focus; the functions envisaged for such offices; the mechanisms for interaction and coordination with the other entities present in the field, such as peacekeeping operations, special envoys, United Nations agencies, funds and programmes, the Peacebuilding Support Office and regional organizations, as well as the organizational and financial arrangements envisaged.**

24. The resource and post implications of the Secretary-General's strengthening proposals for the biennium 2008-2009 are summarized in tables 1 to 4 and paragraphs 17-20 of his report (ibid.). The Advisory Committee notes that the additional resources resulting from the strengthening proposals contained in the Secretary-General's report amount to $US 21,036,100, before recosting, as follows:

(United States dollars)

Section		Additional resources	Post changes
1.	Overall policymaking, direction and coordination	439 200	5
3.	Political affairs	14 276 100	96
28D.	Office of Central Support Services	4 184 700	
35.	Staff assessment	2 136 100	
	Total	**21 036 100**	**101**

25. **The Advisory Committee's detailed recommendations on the Secretary-General's proposals are set out in section II below.**

II. Revised estimates by section

A. Section 1 (Overall policymaking, direction and coordination)

Revised appropriation for 2006–2007	$77,003,700
Decrease in resources in the proposed programme budget for 2008–2009 (A/62/6 (Sect. 1))	($4,386,800)
Additional resources proposed by the Secretary-General (A/62/521 and Corr.1)	$439,200
Total before recosting	**$73,056,100**
Total proposed at 2008–2009 rates	**$77,907,500**

26. The additional resources proposed by the Secretary-General under section 1 amount to $439,200 before recosting. They would cover the additional costs related to the strengthening of the activities of the United Nations Liaison Office at Addis Ababa, which, as indicated in paragraph 39 of the report (ibid.), is proposed to be renamed the Peace and Security Support Office to the African Union Commission. The history of United Nations cooperation with the African Union, including the 10-year capacity-building programme, which provides the overall strategic framework for cooperation, is included in paragraphs 21 to 34 of the report. A new strengthened office is proposed in order to effectively fulfil the mandate contained in General Assembly resolution 52/220 of 22 December 1997, as well as the responsibilities outlined in the Declaration entitled "Enhancing UN-AU Cooperation: Framework for the Ten-Year Capacity-Building Programme for the African Union" (A/61/630, annex), General Assembly resolution 61/296 of 17 September 2007 and the joint communiqué issued by the Security Council and the African Union Peace and Security Council.[4]

27. The Advisory Committee recalls that in response to the ten-year programme, the Department of Peacekeeping Operations established an African Peace Support Team at Headquarters and in Addis Ababa early in 2007, the main objective of which is to provide military and peacekeeping support to the African Union in the establishment of the African Standby Force and the planning, deployment and management of peacekeeping missions. The team comprises four posts in New York (1 P-5, 2 P-4 and 1 General Service (Other level)) and eight posts in Addis Ababa (1 P-5, 3 P-4, 2 P-3, 2 Local level), funded from the support account for peacekeeping operations.

28. In addition, in its report on the financing of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) (see A/62/540), the Advisory Committee noted the Secretary-General's proposal to establish a Joint Support and Coordination Mechanism in Addis Ababa to ensure coordination in the partnership between the African Union and the Department of Peacekeeping Operations on all issues regarding UNAMID, as well as a broader mechanism bringing together all of the entities currently in Addis Ababa involved in supporting the African

Union. The proposed staffing includes 22 substantive and administrative posts (1 D-2, 1 D-1, 3 P-5, 5 P-4, 7 P-3, 3 Field Service, 2 Local level) and 17 support posts for logistics and communications and information technology (7 Field Service, 6 Local level, 4 United Nations Volunteers) (see A/62/380, paras. 82–84, 226 and 237, and A/62/540, paras. 35, 47 and 48).

29. The Advisory Committee also recalls that the proposed programme budget for the biennium 2008–2009 included a new P-4 post for assistance in the implementation of the framework for enhancing United Nations/African Union cooperation for the New Partnership for Africa's Development (see A/62/6 (Sect. 11), para. 11.20, and A/62/7 and Corr.1, para. IV.16). The Advisory Committee was further informed, upon enquiry, that almost all United Nations agencies had two offices in Addis Ababa, one as part of the country team and the other accredited to the Commission of the African Union and to the Economic Commission for Africa.

Comments and recommendations on posts

30. The Advisory Committee recalls that the United Nations Liaison Office at Addis Ababa is staffed with one Head of Office (D-1) and one Administrative Assistant (Local level) (see A/62/7 and Corr.1, table I.1). The proposed staffing of the new Peace and Security Support Office would comprise seven posts (1 D-2, 1 P-5, 1 P-3, 4 Local level). It is therefore proposed to reclassify the post of the current Head of Office to the D-2 level (A/62/521 and Corr.1, para. 42), given the additional tasks and responsibilities of the post. **The Advisory Committee recommends acceptance of the reclassification of the post of the Head of Office.**

31. It is also proposed to establish a new Senior Political Affairs Officer post (P-5), a new Political Affairs Officer post (P-3) and three new Local level posts for an additional Administrative Assistant, a Driver and a Messenger (ibid., paras. 43–47). **The Advisory Committee recommends approval of the P-5 and P-3 posts. The creation of those posts should be factored into a unified approach to United Nations support for the 10-year capacity-building programme for the African Union. The Advisory Committee also recommends approval of two additional Local level posts of the three proposed.**

B. Section 3 (Political affairs)

Revised appropriation for 2006–2007	$686,871,000
Resource growth in proposed programme budget for the biennium 2008–2009 (A/62/6 (Sect. 3))	$5,543,500
Additional resources proposed by the Secretary-General (A/62/521 and Corr.1)	$14,276,100
Total before recosting	**$706,690,600**
Total proposed at 2008–2009 rates	**$712,059,000**

32. The additional resources of $14,276,100 under section 3 (Political affairs) of the proposed programme budget for the biennium 2008–2009 include an amount of $12,946,000 related to the proposal to establish 96 additional posts and $1,330,100 for non-post requirements (see paras. 34–83 and 87 below).

33. A summary of the posts approved for the biennium 2006–2007, the current vacancy situation, the Secretary-General's proposals regarding posts for the biennium 2008–2009 and the additional posts requested as a result of the strengthening exercise for the biennium 2008–2009 is provided below.

Proposed staffing resources, 2008–2009

Posts	*Number*	*Level*
Regular budget		
Approved for 2006–2007[a]	216	1 USG 2 ASG 6 D-2, 14 D-1, 33 P-5, 36 P-4, 27 P-3, 12 P-2, 5 General Service (Principal level), 80 General Service (Other level)
Vacant as at 31 October 2007	16	1 D-2, 4 D-1, 2 P-5, 4 P-4, 1 P-3, 1 P-2, 3 General Service (Other level)
Proposed for 2008–2009 (A/62/6 (Sect. 3))	219	1 USG 2 ASG 6 D-2, 15 D-1, 33 P-5, 37 P-4, 28 P-3, 12 P-2, 5 General Service (Principal level), 80 General Service (Other level)
New posts proposed (A/62/6 (Sect. 3))	3	1 D-1, 1 P-4, 1 P-3
Additional posts proposed (A/62/521 and Corr.1)[b]	96	3 D-2, 4 P-5, 19 P-4, 27 P-3, 15 P-2/1, 28 General Service (Other level)
Revised total posts proposed[a]	315	1 USG 2 ASG 9 D-2, 15 D-1, 37 P-5, 56 P-4, 55 P-3, 27 P-2, 5 General Service (Principal level), 108 General Service (Other level)
Extrabudgetary		
Posts proposed for 2008–2009 (A/62/6 (Sect. 3))	2	1 P-4, 1 General Service (Other level)

[a] Excludes four temporary posts (1 P-5, 3 General Service (Other level)) indicated in A/62/6 (Sect. 3), table 3.6.

[b] Includes four proposed reclassifications: 1 D-1 to D-2, 1 P-5 to D-1, 1 P-3 to P-4 and 1 P-2 to P-3 (see paras. 36, 71, 72, 76 and 80 below).

Comments and recommendations on posts

Executive direction and management

34. The existing posts and changes proposed in the Office of the Under-Secretary-General are as follows:

Posts	*Number*	*Level*
Existing	10	1 USG, 1 D-1, 1 P-5, 1 P-4, 1 P-3, 5 General Service (Other level)
New	1	1 P-4
Reclassification	1	P-3 to P-4
Total proposed	**11**	**1 USG, 1 D-1, 1 P-5, 3 P-4, 5 General Service (Other level)**

35. One additional P-4 post is proposed in the Office of the Under-Secretary-General for a Strategic Communications and Public Information Officer (ibid., para 56). The Officer would assist in developing and carrying out communications strategies to reinforce diplomatic initiatives and the work of the special political missions overseen by the Under-Secretary-General, as well as serving as focal point for the Department of Public Information and the Office of the Spokesperson for the Secretary-General. **The Advisory Committee recommends against the acceptance of the P-4 post proposed for a Communications and Public Information Officer; this function could be performed from within existing staffing resources.**

36. A Political Affairs Officer post is proposed to be reclassified from the P-3 to the P-4 level in view of the responsibilities envisaged in assisting the Chief of Office (D-1) on personnel issues, as well as acting as interlocutor with the Executive Office of the Secretary-General at the working level (ibid., para. 55). **The Advisory Committee recommends acceptance of the reclassification of the post from the P-3 to the P-4 level.**

37. The following changes are proposed in the Office of the Assistant Secretary-General:

Posts	*Number*	*Level*
Existing	6	1 ASG, 1 P-5, 1 P-3, 3 General Service (Other level)
New	1	1 P-4
Total proposed	**7**	**1 ASG, 1 P-5, 1 P-4, 1 P-3, 3 General Service (Other level)**

38. An additional P-4 post is requested in the Office of the Assistant Secretary-General for a Political Affairs Officer, who would be responsible for coordinating the implementation of the ten-year capacity-building programme in the areas agreed upon by the African Union and the United Nations, in particular good offices and mediation support, electoral assistance and support for African Union policy organs (ibid., para. 61). **The Advisory Committee recommends acceptance of the P-4 post proposed for a Political Affairs Officer in the Office of the Assistant Secretary-General.**

Subprogramme 1 (Prevention, control and resolution of conflicts)

39. As indicated above, the Secretary-General is proposing to strengthen the Department's regional divisions under subprogramme 1. The Secretary-General proposes to split two of the current divisions, the Asia and Pacific Division and the Americas and Europe Division, and to restructure them in recognition of their distinct characteristics and political contexts and to strengthen their staffing components. The current Asia and Pacific Division would thus be divided into a new Middle East and West Asia Division, which would include two sections, namely, the Middle East and Gulf Sections, and an Asia and Pacific Division, which would also include two sections, the Central and South Asia Section and the East Asia and Pacific Section. The Americas and Europe Division would be divided, into an Americas Division, including four operational sections (Central America/Mexico Section, Andean Section, Caribbean Section and North America/Southern Cone Section) and a Europe Division, divided into two operational sections and one unit (the Balkans and Black Sea Section, the Western/Central Europe Section and the Eastern Mediterranean Unit). This would result in a total of six regional divisions compared with the current four.

40. In addition, as indicated in paragraph 8 (*b*) above, a new Policy, Partnerships and Mediation Support Division would be established, incorporating the policy-planning capacity, the mediation support functions and existing capacities to perform cross-cutting tasks (see paras. 70–72 below).

1. Africa I Division

Posts	*Number*	*Level*
Existing	18	1 D-2, 1 D-1, 3 P-5, 3 P-4, 3 P-3, 2 P-2/1, 5 General Service (Other level)
New	10	4 P-4, 2 P-3, 1 P-2/1, 3 General Service (Other level)
Total proposed	**28**	**1 D-2, 1 D-1, 3 P-5, 7 P-4, 5 P-3, 3 P-2/1, 8 General Service (Other level)**

Great Lakes Section

41. Three additional posts are requested for Political Affairs Officers (2 P-4, 1 P-3) to strengthen the Great Lakes Section (ibid., paras. 77–84). The Section currently comprises three staff (1 P-5, 1 P-3, 1 P-2). One of the additional P-4 posts is proposed to cover Burundi and Rwanda, while the other one would be established to support the peace process in northern Uganda, the likely establishment of a special political mission and the development of a strategy, in close cooperation with the field office, for durable peace in the country. The additional P-3 post would concentrate

on the Department's relations with and support for the Executive Secretariat of the International Conference on the Great Lakes Region and act as desk officer for subregional organizations. **In view of the current Professional capacity in the Section and, in particular, in the United Nations Integrated Office in Burundi, the Advisory Committee is not convinced of the need for two additional Political Affairs Officer (P-4) posts proposed for this Section. The Advisory Committee recommends acceptance of one additional P-4 post and one additional P-3 post to strengthen capacity in the Great Lakes Section**.

Horn of Africa Section

42. Two additional Political Affairs Officer posts (P-4) are requested for the Horn of Africa Section. This Section currently has five posts (1 P-5, 1 P-4, 2 P-3, 1 P-2/1). One of the Political Affairs Officers would be responsible for coordinating the analysis of regional cross-cutting issues in the Horn of Africa and would oversee the implementation of regional conflict prevention strategies; the other would provide additional capacity required for the provision of mediation support activities in the region (ibid., paras. 88 and 89). **In view of the existing capacity in this Section, the Advisory Committee recommends acceptance of one of the two P-4 posts proposed for Political Affairs Officers to strengthen the Horn of Africa Section**.

Southern Africa/Indian Ocean Section

43. Two additional posts (1 P-3, 1 P-2) are requested for the Southern Africa/Indian Ocean Section, which currently has a staffing capacity of three posts (1 P-5, 2 P-4). The additional Political Affairs Officer (P-3) would take over responsibility for monitoring the countries of the Indian Ocean, working closely with the Southern African Development Community and the Indian Ocean Commission. The Associate Political Affairs Officer (P-2) is proposed to support the entire Section in gathering information and preparing research, briefing material and talking points (ibid., paras. 93–95). **The Advisory Committee recommends acceptance of the two new posts proposed (1 P-3, 1 P-2) for the Southern Africa/Indian Ocean Section**.

44. The Advisory Committee notes that the Africa I Division currently has five authorized General Service (Other level) posts (ibid., para. 75). Three additional General Service (Other level) posts are requested to backstop the new Professional staff and support the increased administrative work (travel-related, information management and other support). **The Advisory Committee recommends acceptance of two additional General Service posts out of the three requested for the Africa I Division**.

2. Africa II Division

Posts	*Number*	*Level*
Existing	20	1 D-2, 1 D-1, 3 P-5, 4 P-4, 3 P-3, 2 P-2/1, 6 General Service (Other level)
New	8	2 P-3, 4 P-2/1, 2 General Service (Other level)
Total proposed	**28**	**1 D-2, 1 D-1, 3 P-5, 4 P-4, 5 P-3, 6 P-2/1, 8 General Service (Other level)**

Central Africa Section

45. Two additional Associate Political Affairs Officers (P-2) are requested to strengthen the Central Africa Section, providing research and analysis capacity and preparing briefing material and talking points (ibid., para. 107). Current staffing of the Section includes a Senior Political Affairs Officer (P-5), three Political Affairs Officers (1 P-4, 2 P-3) and an Associate Political Affairs Officer (P-2). **The Advisory Committee recommends acceptance of the two Associate Political Affairs Officer posts (P-2) proposed for the Central Africa Section**.

West Africa Section

46. One additional Associate Political Affairs Officer post (P-2) is requested for the West Africa Section to provide research and analysis capacity as well as assistance in special projects, including liaison with the United Nations Office on Drugs and Crime and programmes for youth unemployment in coordination with the United Nations Development Programme (UNDP) and other United Nations funds and programmes. The Section currently has a Senior Political Affairs Officer (P-5), three Political Affairs Officers (2 P-4, 1 P-3) and an Associate Political Affairs Officer (P-2) (ibid., paras. 108–111). **The Advisory Committee recommends acceptance of the Associate Political Affairs Officer post (P-2) proposed for the West Africa Section.**

North Africa Section

47. Three additional posts (2 P-3, 1 P-2) are proposed for the North Africa Section. At present, a Senior Political Affairs Officer (P-5) and a Political Affairs Officer (P-4) cover the related work, including support to the Personal Envoy of the Secretary-General for Western Sahara. The two additional Political Affairs Officers proposed (P-3) would allow for more adequate coverage of the large countries in the region. The additional Associate Political Affairs Officer (P-2), besides providing research capacity and support to the Section, would assist in special projects in close cooperation and liaison with the United Nations Office on Drugs and Crime (ibid., paras. 113 and 114). **For the reasons given in paragraph 10 above, the Advisory Committee recommends the acceptance of one Political Affairs Officer post (P-3) of the two proposed and the Associate Political Affairs Officer post (P-2) proposed for the North Africa Section.**

48. At present, six General Service (Other level) staff provide support to the Director, Deputy Director and desk officers of the three sections of the Africa II Division. Two additional General Service (Other level) posts are requested to support the overall operations of the Division (ibid., paras. 103 and 104). **The Advisory Committee recommends acceptance of the two additional General Service posts proposed for the Africa II Division.**

3. Middle East and West Asia Division

Posts	*Number*	*Level*
Existing	10	1 D-2, 1 D-1, 2 P-5, 1 P-4, 1 P-3, 1 P-2/1, 3 General Service (Other level)
New post proposed (A/62/6 (Sect. 3))	1	1 P-3
Additional posts proposed (A/62/521 and Corr.1)	14	2 P-5, 2 P-4, 5 P-3, 1 P-2, 4 General Service (Other level)
Total proposed	**25**	**1 D-2, 1 D-1, 4 P-5, 3 P-4, 7 P-3, 2 P-2/1, 7 General Service (Other level)**

49. As indicated in paragraph 39 above, the current Asia and Pacific Division is proposed to be split into two divisions: the Middle East and West Asia Division and the Asia and Pacific Division. The new Middle East and West Asia Division would itself be divided into two sections: the Middle East Section (comprising the Israel-Palestine Unit and the Lebanon-Syrian Arab Republic-Jordan Unit), and the Gulf Section (comprising the Iraq Unit and the Gulf Unit). As shown in the table above, the Division currently has 7 Professional posts, and it is proposed to strengthen it with an additional 10 Professional posts. The Advisory Committee recalls that one additional P-3 post was requested in the proposed programme budget for the biennium 2008–2009 to assist in the monitoring and assessment of political developments in the region (A/62/6 (Sect. 3)). The Advisory Committee has recommended the establishment of that post (A/62/7 and Corr.1, para. II.3).

Middle East Section

50. Three additional posts are requested for Political Affairs Officers (1 P-4, 2 P-3) in support of the work of the Israel-Palestine Unit (A/62/521 and Corr.1, paras. 129–131). The current staffing capacity of this Unit includes one Senior Political Affairs Officer (P-5) who will lead the Unit and the additional P-3 post mentioned in paragraph 49 above.

51. Two additional posts are requested for the Lebanon-Syrian Arab Republic-Jordan Unit for a Senior Political Affairs Officer (P-5), who would lead and coordinate the work of the Unit, and for an Associate Political Affairs Officer (P-2), who would support the work of the Unit (ibid., paras. 136 and 137). The current staffing of the Unit consists of one Political Affairs Officer (P-3), who undertakes reporting obligations and provides support to ad hoc missions and special envoys and who would continue to provide technical and substantive backup in the implementation of mandates.

Gulf Section

52. The establishment of two Political Affairs Officer posts is proposed for the Iraq Unit. One (P-4) would be responsible for focusing on economic, development and reconstruction issues, and the other (P-3) would provide additional support to the Unit (ibid., paras. 143 and 144). The current staffing includes a Senior Political Affairs Officer (P-5) to lead and coordinate the activities of the Unit and a Political Affairs Officer (P-4) to monitor political activities in Iraq and developments in the region affecting the situation there.

53. Three additional posts (1 P-5, 1 P-3, 1 General Service (Other level)) are requested for the Gulf Unit. The current staffing consists of one Political Affairs Officer (P-2) covering the Gulf States and the five countries of Central Asia. The additional Senior Political Affairs Officer (P-5) would coordinate the work of the Gulf Unit and serve as its team leader. The new Political Affairs Officer (P-3) would cover six Gulf Cooperation Council countries and Yemen and conduct research and analysis. The additional General Service (Other level) post requested would carry out research assistance tasks for the Unit (ibid., paras. 148, 149 and 151; see also para. 55 below).

54. **The Advisory Committee is of the opinion that this is one of those divisions that does not warrant such a multiplicity of units and that would benefit more from an issue-oriented or integrated approach (see para. 10 above). Accordingly, and given the current capacity in the region, the Advisory Committee recommends the approval of 5 additional Professional posts for the Middle East and West Asia Division (1 P-5, 1 P-4, 2 P-3, 1 P-2/1) of the 10 additional posts proposed, to be distributed as the Secretary-General sees fit in those areas where attention is most required.**

55. The Advisory Committee also notes that three Administrative Assistants (General Service (Other level)) provide secretarial assistance to the Director, the Deputy Director and five Professional staff of the Division at present. Four additional Administrative Assistant posts are requested to provide administrative and information management support to the expanded team of the Middle East and West Asia Division (ibid., para. 123). **The Advisory Committee recommends approval of two additional General Service (Other level) posts for administrative and information management support of the total of four requested.**

4. Asia and Pacific Division

Posts	*Number*	*Level*
Existing	11	1 D-1, 3 P-5, 2 P-4, 1 P-3, 4 General Service (Other level)
Additional posts proposed (A/62/521 and Corr.1)	14	1 D-2, 1 P-5, 2 P-4, 6 P-3, 1 P-2, 3 General Service (Other level)
Total proposed	**25**	**1 D-2, 1 D-1, 4 P-5, 4 P-4, 7 P-3, 1 P-2, 7 General Service (Other level)**

56. A new Director post (D-2) is requested to provide the necessary expertise and capacity to lead and direct the Asia and Pacific Division (see para. 39 above), which would include two sections (the Central and South Asia Section and the East Asia and Pacific Section) and a proposed staffing component of 25 posts (ibid., paras. 153 and 155). As with other divisions, the proposed Director would be assisted by an existing Deputy Director (D-1). **The Advisory Committee recommends acceptance of a D-2 post for the Director of the Asia and Pacific Division, to be provided through redeployment from an available D-2 post in the Americas Division (see para. 67 below).**

57. In addition, 10 new Professional and 3 new General Service posts are proposed, as set out below.

Central and South Asia Section

58. Three new Professional posts are requested for the Central Asia Unit to address the problem of insufficient capacity in the Department regarding the region (1 P-5, 1 P-4, 1 P-3), which would include Afghanistan. The Senior Political Affairs Officer (P-5) would coordinate the work of the Unit, supported by two additional Political Affairs Officers, one (P-4) covering Tajikistan, Uzbekistan and the work of the United Nations Regional Centre for Preventive Diplomacy for Central Asia and the other (P-3) covering Kazakhstan, Kyrgyzstan, Turkmenistan and the regional organizations. A new post is also requested for the Unit for a Research Assistant (General Service (Other level)) (ibid., paras. 162-165; see also para. 63 below).

59. Three additional posts (2 P-3, 1 P-2) are requested for the South Asia Unit, which supports United Nations efforts in Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka. The current staffing capacity includes three posts (1 P-5, 1 P-4, 1 General Service (Other level)). The two additional Political Affairs Officers (P-3) requested would provide additional support for the work of the Unit and technical and substantive backup in the implementation of Security Council and General Assembly mandates for the region, as well as liaising with the United Nations agencies, funds and programmes. The additional Associate Political Affairs Officer (P-2) requested would also support the work of the Unit in its core functions (ibid., paras. 170 and 171).

East Asia and Pacific Section

60. Two additional Political Affairs Officer posts (1 P-4, 1 P-3) are requested to strengthen the North-East Asia Unit, which supports the efforts to promote stability and strengthen regional security in the region, including on the Korean peninsula (ibid., paras. 173 and 175). The current staffing capacity of the Unit includes three posts: a Senior Political Affairs Officer (P-5), a Junior Professional Officer funded from extrabudgetary resources and an Administrative Assistant (General Service (Other level)).

61. Two additional Political Affairs Officer posts (P-3) are requested for the South-East Asia and Pacific Unit, which covers 26 countries and three regional organizations (the Association of Southeast Asian Nations, the Pacific Islands Forum and the Commonwealth). The current staffing of the Unit includes four posts (1 P-5, 1 P-4, 1 P-3, 1 General Service (Other level)). As indicated in the report of the Secretary-General, the two additional P-3 posts would allow the work of the present team to be reconfigured with one new Political Affairs Officer assigned to the Lao People's Democratic Republic, Myanmar and Thailand on a full-time basis and the other to Cambodia, the Philippines and Viet Nam (ibid., paras. 185 and 186).

62. **As indicated in paragraph 10 above, this constitutes another example where instead of just strengthening sections and related units, it would be more beneficial and efficient to request additional capacity on an issue-specific or integrated basis. Therefore, the Advisory Committee recommends acceptance of 6 additional Professional posts (2 P-4, 3 P-3, 1 P-2) of the 10 new posts proposed for the Asia and Pacific Division, to be distributed by the Secretary-General as he sees fit in those areas where attention is most required.**

63. At present, four Administrative Assistants (General Service (Other Level) provide secretarial and research assistance to the staff. Three additional posts (General Service (Other level) are requested to support the work of the Division and provide information management capacity (ibid., para. 154, and para. 57 above). **The Advisory Committee recommends acceptance of two of the three additional (General Service (Other level)) posts requested for research assistance and administrative support for the Asia and Pacific Division.**

United Nations Regional Centre for Preventive Diplomacy for Central Asia

64. As indicated in paragraph 21 above, the Secretary-General, in his report on the estimates for special political missions, included resources amounting to $2,317,500 in connection with the proposed establishment of the United Nations Regional Centre for Preventive Diplomacy for Central Asia for a one-year period ending 31 December 2008, providing a follow-on presence to the United Nations Tajikistan Office of Peacebuilding. Its main function is to strengthen United Nations capacity for conflict prevention in Central Asia (see A/62/512/Add.3, paras. 113-123). The resources requested would provide for the civilian personnel costs ($1,434,000) related to the establishment of 19 positions (7 international (1 ASG, 1 P-5, 2 P-4, 1 P-3, 2 Field Service) and 12 Local level positions) as well as related operational costs ($883,500), not including estimated costs for the rental of office space and utilities ($120,000 per year) to be provided to the Centre by the host country.

65. **The Advisory Committee has made comments and recommendations in this regard in paragraphs 21 to 23 above. Pending any decision the General Assembly may take on the proposed regional presences, the Advisory Committee recommends, at this stage, that the General Assembly approve general temporary assistance resources for the 19 positions proposed for the Centre and the non-post requirements of $883,500 (see paras. 64 above and 86 below).**

5. Americas Division

Posts	*Number*	*Level*
Existing	13	1 D-2, 1 D-1, 3 P-5, 2 P-4, 1 P-3, 1 P-2/1, 4 General Service (Other level)
Additional posts proposed (A/62/521 and Corr.1)	6	1 P-4, 1 P-3, 3 P-2, 1 General Service (Other level)
Total proposed	**19**	**1 D-2, 1 D-1, 3 P-5, 3 P-4, 2 P-3, 4 P-2/1, 5 General Service (Other level)**

66. The reconfigured Americas Division (see para. 39 above) would be divided into four operational sections (the Central America/Mexico Section, the Andean Section, the Caribbean Section and the North America/Southern Cone Section), each headed by a Senior Political Affairs Officer reporting to the Division Director (D-2) through the Deputy Director (D-1). The current staffing capacity includes nine Professional (1 D-2, 1 D-1, 3 P-5, 2 P-4, 1 P-3, 1 P-2/1) and four General Service (Other level) staff. It is proposed that the Division be strengthened by the addition of the following six posts (A/62/521 and Corr.1, paras. 197, 198, 201, 205, 209 and 210):

- Two additional posts (1 P-3, 1 P-2) for the Central America/Mexico Section. An existing Senior Political Affairs Officer (P-5) would lead the work of the Section, also acting as the Americas Division focal point for mediation. The new Political Affairs Officer post (P-3) proposed would reinforce capacity for substantive support for the International Commission against Impunity in Guatemala. The additional Associate Political Affairs Officer post (P-2) would monitor developments in assigned areas in support of the work of the Section.

- One additional post (P-2) for the Andean Section, currently comprising two posts (1 P-5, 1 P-4). The additional Associate Political Affairs Officer (P-2) would support the work of the Section.

- One additional post (P-2) for an Associate Political Affairs Officer for the Caribbean Section, which currently has two posts (1 P-4, 1 P-3).
- One additional post (P-4) for the North America/Southern Cone Section, which currently has two posts (1 P-5, 1 P-2). The additional Political Affairs Officer (P-4) is requested for liaison and interaction with regional and subregional organizations in the Americas.
- One additional post for an Administrative Assistant (General Service (Other level)) to support the Division's ability to research cross-cutting issues and support information management.

67. **The Advisory Committee is of the view that the Americas Division, covering an area with a network of regional organizations, would benefit more from additional capacity able to handle this element, focusing on complementarities and avoiding overlap of functions in the different sections themselves (see paras. 10 and 12 above). In that light and in order to avoid top-heaviness in the structure of the Division, the Advisory Committee recommends that the Division be headed by the existing D-1 post, who would be supported by a deputy to be provided through an additional P-5 post. The current D-2 post in the Americas Division should be redeployed to the Asia and Pacific Division, where a Head of Division post (D-2) is requested (see para. 56 above). The Advisory Committee further recommends acceptance of three additional Professional posts (1 P-4, 2 P-2) and one additional General Service (Other level) post to be distributed by the Secretary-General in those areas where attention is most required.**

6. Europe Division

Posts	*Number*	*Level*
Existing	10	1 D-1, 2 P-5, 1 P-4, 2 P-3, 1 P-2/1, 3 General Service (Other level)
Additional posts proposed (A/62/521 and Corr.1)	10	1 D-2, 1 P-5, 1 P-4, 2 P-3, 2 P-2, 3 General Service (Other level)
Total proposed	**20**	**1 D-2, 1 D-1, 3 P-5, 2 P-4, 4 P-3, 3 P-2/1, 6 General Service (Other level)**

68. The new Europe Division would be divided into two operational sections and one unit (the Balkans and Black Sea Section, the Western/Central Europe Section and the Eastern Mediterranean Unit), each headed by a Senior Political Affairs Officer reporting to the Director of the Division (D-2 post requested) through the Deputy Director (existing D-1 post). The current staffing capacity includes seven Professional (1 D-1, 2 P-5, 1 P-4, 2 P-3, 1 P-2/1) and three General Service (Other level) posts. The division is proposed to be strengthened with the addition of 10 new posts as follows (ibid., paras. 215, 218, 223, 224, 226, 234, 238 and 241):

- A new D-2 post for a Division Director to guide and manage the work of the Division.
- Three additional posts for the Balkans and Black Sea Section (1 P-4, 2 P-2). The current staffing capacity, covering 23 countries and five regional and subregional organizations, consists of three posts (1 P-5, 2 P-3). At the moment the team relies heavily on the support of Junior Professional Officers and interns. Two Political Affairs Officers (1 P-4, 1 P-2) are therefore requested to support the Balkans Unit, while one additional Officer (P-2) would strengthen the capacity of the Black Sea Unit.
- Two additional Political Affairs Officer (P-3) posts for the Western/Central Europe Section. The current capacity includes two posts (1 P-5, 1 P-2). The two posts requested would support the work of the Section, with one Officer focusing on Western Europe and the other on Central Europe.
- One additional Senior Political Affairs Officer post (P-5) for the Eastern Mediterranean Unit. The proposed Officer would act as the Head of this new Unit,

dedicated to the comprehensive settlement of the Cyprus issue, with support by an existing Political Affairs Officer (P-4).

- Three additional Administrative/Research Assistant posts (General Service (Other level)) for the Europe Division. The current capacity includes three such posts for the whole Division.

69. **The Europe Division covers an area with a strong network of regional organizations. The Advisory Committee is of the opinion that it would benefit more from an integrated approach. Accordingly, the Advisory Committee recommends against approval of the D-2 level post proposed for the Division Director; the current D-1 should be able to carry out those functions. On the basis of the justification provided by the Secretary-General, the Advisory Committee recommends acceptance of four additional Professional posts (1 P-5, 1 P-4, 1 P-3, 1 P-2/1) and one additional General Service post for the Europe Division.**

7. Policy, Partnerships and Mediation Support Division

Posts	*Number*	*Level*
Existing	14	1 D-1, 2 P-5, 6 P-4, 1 P-3, 4 General Service (Other level)
New post proposed (A/62/6 (Sect. 3))	1	1 D-1
Additional posts proposed (A/62/521 and Corr.1)	10	1 P-4, 6 P-3, 2 P-2/1, 1 General Service (Other level)
Reclassification	1	D-1 to D-2
Total proposed	**25**	**1 D-2, 1 D-1, 2 P-5, 7 P-4, 7 P-3, 2 P-2/1, 5 General Service (Other level)**

70. The Advisory Committee notes that it is proposed that all entities in the Department of Political Affairs offering cross-cutting support be merged into a new Policy, Partnerships and Mediation Support Division (ibid., paras. 244–247). The existing entities include the Policy Planning Unit, the Unit for Cooperation with Regional Organizations, the Executive Committee on Peace and Security secretariat and the mediation support function. The new division would also incorporate tasks previously not addressed or performed, such as best practices, knowledge management and training and partnership management, addressing key findings of the Office of Internal Oversight Services,[5] which were endorsed by the Committee for Programme and Coordination (see A/61/16 and Corr.1 and A/62/16) and the General Assembly (resolution 61/235 of 22 December 2006).

71. The new division is proposed to be subdivided into a Policy and Partnerships Unit, headed by an existing P-5, and a Mediation Support Unit, to be headed by an additional D-1 post requested in the proposed programme budget for the biennium 2008–2009. The Advisory Committee recommended the establishment of this post (A/62/7 and Corr.1, para. II.3). The Advisory Committee notes that the current staffing capacity for these functions includes 10 other posts, as shown in the table above. The following staffing changes are proposed (A/62/521 and Corr.1, paras. 248, 261, 262 and 266–278):

- An existing D-1 post, currently in the Unit for Cooperation with Regional Organizations, is proposed to be reclassified to the D-2 level for the Director of the Division.
- Four new posts (3 P-3, 1 P-2) are requested for the Policy and Partnerships Unit. The three additional Political Affairs Officer posts (P-3) are requested to support the policy development, research, coordination and partnership functions of the Unit. The additional Associate Political Affairs Officer post (P-2) is requested to provide research capacity and assistance in the evaluation of the Department's performance on policy matters through the creation of databases. The current staffing capacity includes a

Senior Political Affairs Officer (P-5), who would serve as Chief of the Unit, overseeing its activities, and four Political Affairs Officers (P-4), one of whom would continue to service the Executive Committee on Peace and Security, the other three continuing to assist with policy development on those issues for which the Department of Political Affairs is the United Nations system-wide focal point and supporting the regional divisions with cross-cutting analysis and strategic assessments.

- Six additional posts are requested for the new Mediation Support Unit (1 P-4, 3 P-3, 1 P-2/1, 1 General Service (Other level)). The Advisory Committee recalls that the core mediation support function, as approved by the General Assembly in resolutions 60/246 and 60/247 A, both of 23 December 2005, includes two posts (1 P-5, 1 P-4). A D-1 post for the Chief of the Mediation Support Unit, who is proposed to act as Director of the Unit, was requested in the proposed programme budget for the biennium 2008–2009. The Advisory Committee recommended approval of the post (A/62/7 and Corr.1, para. II.3). A team specifically tasked with supporting the current mediation processes is proposed, comprising the existing Political Affairs Officers (1 P-5, 1 P-4), two new Political Affairs Officers (1 P-4, 1 P-3), a new Associate Political Affairs Officer (P-2) and a new Administrative Assistant (1 General Service (Other level)). A Best Practices and Training Team is also proposed to be established, comprising one existing Political Affairs Officer (P-4) who would be redeployed from the Policy and Partnerships Unit and two new Best Practices Officers for which two additional posts (P-3) are requested.

72. **The Advisory Committee recommends acceptance of the reclassification of the post for the Director of the Policy, Partnerships and Mediation Support Division from the D-1 to the D-2 level. Given the existing capacity in the Policy and Partnerships Unit, the Advisory Committee recommends acceptance of one additional P-3 post (of the three proposed) and the additional P-2 post requested. The Advisory Committee also recommends acceptance of five additional posts (1 P-4, 2 P-3, 1 P-2/1, 1 General Service (Other level)) for the Mediation Support Unit of the six requested.**

Subprogramme 2 (Electoral assistance)

Posts	*Number*	*Level*
Existing	16	1 D-2, 1 D-1, 3 P-5, 4 P-4, 2 P-3, 1 P-2/1, 4 General Service (Other level)
Additional posts proposed (A/62/521 and Corr.1)	8	1 P-5, 3 P-4, 4 General Service (Other level)
Reclassification	1	P-2 to P-3
Total proposed	**24**	**1 D-2, 1 D-1, 4 P-5, 7 P-4, 3 P-3, 8 General Service (Other level)**

73. The Electoral Assistance Division has been restructured at no cost, its activities now falling under three clusters: Policy/Institutional Memory, Strategic Partnerships and Country Support, each headed by an existing Senior Political Affairs Officer (P-5) (A/62/521 and Corr.1, paras. 291–294). The current staffing capacity is shown above. Upon enquiry, information was provided to the Advisory Committee on the number of requests received for electoral assistance between 1989 and 2007 (see annex to the present document). In his report on strengthening the role of the United Nations in enhancing the effectiveness of the principle of periodic and genuine elections and the promotion of democratization (A/62/293), the Secretary-General provided information on the trend of increasing complexity of electoral assistance. The Advisory Committee notes the in-depth evaluation carried out by the Office of Internal Oversight Services of the electoral assistance element.[6]

74. The Advisory Committee notes that the staffing resources of the Country Support Cluster are proposed to be strengthened to keep up with increased demand and to address the

recommendations of the Office of Internal Oversight Services to expand and diversify the Division's roster of electoral experts. The proposals include the following eight new posts (A/62/521 and Corr.1, paras. 296 and 297):

- An additional Senior Political Affairs Officer (P-5) is requested to help manage and share the workload geographically with another existing Officer to ensure the provision of adequate support to all countries supported by the Electoral Affairs Division (currently 40), provide overall guidance and supervision to team members, follow up UNDP electoral projects and support additional operational efforts of the Department of Political Affairs.
- Three additional Political/Electoral Affairs Officers (P-4) are requested. One would assist in the design of electoral assistance projects and provide assistance and advice to United Nations missions and to countries requiring support. The other two are requested to support the work of the Cluster in managing UNDP/Department of Political Affairs regional collaboration efforts (one being assigned to Africa and the other to Asia and the Pacific and the Middle East).
- Four additional General Service (Other level) staff are requested to provide support in computerizing the roster and managing the workload associated with a larger and more diverse roster and recruitment requests. The current staffing consists of two General Service staff working full-time on this project.

75. **The Advisory Committee recommends acceptance of the Senior Political Affairs post (P-5) and two of the three posts for Political/Electoral Officers (P-4) indicated above. The Advisory Committee also recommends acceptance of two of the four additional General Service posts indicated above, as the functions of the other two could be performed from within existing capacity.**

76. The reclassification of a current Political/Electoral Affairs Officer from the P-2 to the P-3 level is proposed in view of increased responsibilities involved in managing all work related to the roster of electoral experts and in overseeing the staff involved in this project (see paras. 74 and 75 above). **The Advisory Committee recommends acceptance of the reclassification of the post to the P-3 level.**

Subprogramme 3 (Security Council affairs)

Posts	*Number*	*Level*
Existing	53	1 D-2, 3 D-1, 7 P-5, 7 P-4, 6 P-3, 3 P-2/1, 3 General Service (Principal level), 23 General Service (Other level)
New post proposed (A/62/6 (Sect. 3))	1	1 P-4
Additional post proposed (A/62/521 and Corr.1)	3	1 P-3, 2 P-2/1
Total proposed	**57**	**1 D-2, 3 D-1, 7 P-5, 8 P-4, 7 P-3, 5 P-2/1, 3 General Service (Principal level), 23 General Service (Other level)**

77. The Security Council Affairs Division, in addition to its functions in support of the overall work of the Security Council, is charged with supporting the sanctions committees and the expert monitoring groups associated with them. As indicated in the report of the Secretary-General, the total number of subsidiary bodies served by the Security Council Subsidiary Organs Branch increased from 9 to 23 between 2003 and 2006, while the number of sanctions bodies increased from 3 to 6, and the number of experts assigned to those groups increased from 15 to 32, forcing the Division to rely on Junior Professional Officers to cover the expanding functions (ibid., para. 307).

78. One additional post for a Political Affairs Officer (P-3) and two Associate Political Affairs Officer posts (P-2) are proposed in order to strengthen the capacity of the Branch to provide enhanced support to the Secretaries of sanctions committees (ibid., paras. 305–314). The current staffing capacity of the Branch includes 10 Professional (1 D-1, 4 P-5, 3 P-4, 1 P-3, 1 P-2) and 10 General Service posts (1 Principal level, 9 Other level). The Advisory Committee notes that an additional P-4 post was requested in the proposed programme budget for the biennium 2008–2009. The Advisory Committee has recommended the establishment of this post (A/62/7 and Corr.1, para. II.4). **The Advisory Committee recommends acceptance of the two additional P-2 posts proposed to support the Secretaries of the Security Council Subsidiary Organs Branch. In view of the existing capacity, including the additional P-4 post recommended for approval in the context of the proposed programme budget, the Advisory Committee recommends against the acceptance of the additional P-3 post proposed.**

Programme support

Posts	*Number*	*Level*
Existing	13	1 P-5, 1 P-4, 1 P-2/1, 2 General Service (Principal level), 8 General Service (Other level)
Additional post proposed (A/62/521 and Corr.1)	11	2 P-4, 2 P-3, 7 General Service (Other level)
Reclassification	1	P-5 to D-1
Total proposed	**24**	**1 D-1, 3 P-4, 2 P-3, 1 P-2/1, 2 General Service (Principal level), 15 General Service (Other level)**

79. The Advisory Committee notes that the Executive Office of the Department of Political Affairs currently has a staffing capacity of five Professional and eight General Service posts.

80. The reclassification of the post of Executive Officer from the P-5 to the D-1 level is proposed (A/62/521 and Corr.1, paras. 323–325). **The Advisory Committee recommends acceptance of the reclassification proposed for the post of the Executive Officer of the Department from the P-5 to the D-1 level, in view of the complexity and range of responsibilities of the function.**

81. A Special Political Mission Support Unit is proposed to be established in the Executive Office to serve as a core capacity to support special political missions administered by the Department of Political Affairs, including start-up and liquidation (ibid., paras. 326–336). This measure seeks to address the deficiencies pointed out by the Office of Internal Oversight Services (A/61/357, para. 28). It is proposed that the Unit will comprise seven new posts: a Team Leader (P-4), a Budget/Finance Officer (P-3), an Administrative/Personnel Officer (P-3) and four Administrative Assistants (General Service (Other level)). This arrangement would provide the elements to support all special political missions led by the Department, relieving the desk officers of the administrative responsibilities currently undertaken in an ad hoc manner (the Department currently provides administrative support to 11 special political missions). **Pending the submission of the comprehensive proposal to the General Assembly and the report requested by the Assembly in resolution 61/279 (see paras. 16 and 17 above), the Advisory Committee recommends that general temporary assistance funding (equivalent to 1 P-3 and 2 General Service (Other level) staff for 12 months) be provided to carry out the related functions of a Budget/Finance Officer and two Administrative Assistants in connection with special political missions administered by the Department.**

82. A new Budget/Finance Officer post (P-4) is requested for the Finance and Budget Unit of the Executive Office to assist in the financial management and control of the regular core budget and extrabudgetary programmes of the Department (ibid., para. 338). The current capacity includes a Senior Budget and Finance Assistant (General Service (Principal level)) and three

Administrative Assistants (General Service (Other level)). **The Advisory Committee recommends acceptance of the additional post for a Budget/Finance Officer (P-4).**

83. Three additional Administrative Assistant (General Service (Other level)) posts are also requested. One would strengthen capacity in the Personnel Administration Unit, which currently consists of one Administrative Officer (P-4) and one Senior Administrative Assistant and two Administrative Assistants (1 General Service (Principal level), 2 General Service (Other level)) (ibid., paras. 341 and 342). The other two would strengthen the capacity of the Information Technology Unit/Information Management Team, which currently comprises an Associate Information Systems Officer (P-2) and two Information Technology Assistants (General Service (Other level)) (ibid., paras. 343 to 348). **The Advisory Committee recommends acceptance of one General Service (Other level) post of the three additional posts requested to provide additional support in the Information Technology/Information Management Team.**

Recommendations on non-post resources

84. The additional non-post requirements of $1,330,100, before recosting, proposed under section 3 (see para. 32 above) include an amount of $572,800 for travel of staff under subprogramme 1, $486,800 for general operating expenses, $90,200 for supplies and materials and $180,300 for furniture and equipment under programme support (ibid. paras. 279 and 349–351).

85. The Advisory Committee notes that the resources appropriated for travel of staff under subprogramme 1 for the biennium 2006–2007 amounted to $691,500. No growth was proposed in the proposed programme budget for the biennium 2008–2009. The additional resources proposed under travel are requested to allow the proposed additional staff requested under subprogramme 1 to travel representing or accompanying the Secretary-General and/or his representatives, undertaking fact-finding good offices and conflict prevention missions or attending meetings. Upon enquiry, the Advisory Committee was provided with the overall expenditure projections for the Department of Political Affairs for 2006–2007. Total expenditure related to travel of staff for 2006–2007 is projected at $1,848,300 (an amount of $1,538,800 was appropriated for the same period).

86. **In paragraph 65 above, the Advisory Committee has recommended that the costs related to the 19 positions (7 international and 12 Local level) proposed for the United Nations Regional Centre for Preventive Diplomacy for Central Asia should be funded from general temporary assistance resources. The Advisory Committee is also recommending approval of non-post requirements of $883,500 for the period ending 31 December 2008, pending any decision the General Assembly may take on the proposal regarding regional presences (see para. 23 above). The total related requirements, as indicated in paragraph 64 above, amount to $2,317,500.**

87. **Furthermore, in view of the recommendations of the Advisory Committee in paragraphs 34 to 83 above, the additional non-post resources proposed under section 3 (excluding the resources related to the United Nations Regional Centre for Preventive Diplomacy for Central Asia indicated in para. 86 above) should be adjusted to $823,200.**

C. Section 28D (Office of Central Support Services)

Revised appropriation for the biennium 2006–2007	$245 408 800
Resource growth in proposed programme budget for the biennium 2008–2009 (A/62/6 (Sect. 28D))	$2 061 700
Additional resources proposed by the Secretary-General (A/62/521 and Corr.1)	$4 184 700
Total before recosting	**$251 655 200**
Total proposed at 2008–2009 rates	**$269 067 800**

88. The additional resources proposed under section 28D of the proposed programme budget for the biennium 2008–2009 of $4,184 700 include an amount of $3,545,800 for general operating expenses to cover the provision for office space ($1,983,000) and alterations to premises ($1,562,800), as well as an amount of $638,900 for the acquisition of office furniture and equipment in connection with the new staff proposed under sections 1 and 3. **In view of the recommendations of the Advisory Committee in paragraphs 30 to 83 above, the additional resources should be reduced to $2,535,600.**

D. Section 35 (Staff assessment)

Revised appropriation for the biennium 2006–2007	$436 347 500
Resource growth in proposed programme budget for the biennium 2008–2009 (A/62/6 (Sect. 35))	$6 438 300
Additional resources proposed by the Secretary-General (A/62/521 and Corr.1)	$2 136 100
Total before recosting	**$444 921 900**
Total proposed at 2008–2009 rates	**$464 032 800**

89. The additional requirements of $2,136,100, before recosting, would provide for staff assessment resulting from the post changes contained in the report of the Secretary-General (A/62/521 and Corr.1). **In view of the recommendations of the Advisory Committee in paragraphs 30 to 83 above, the additional requirements should be reduced to $1,259,800. The increase under section 35 (Staff assessment) of the proposed programme budget would be offset by an equivalent amount under income section 1 (Income from staff assessment).**

III. Conclusion

90. The action to be taken by the General Assembly is contained in paragraph 355 of the report of the Secretary-General (ibid.). **The Advisory Committee is recommending approval of the establishment of 96 additional posts, including the reclassification of 4 posts (1 D-1 to D-2, 1 P-5 to D-1, 1 P-3 to P-4 and 1 P-2 to P-3) under section 3 (Political affairs). The Advisory Committee is also recommending the establishment of four additional posts, including the reclassification of one post from D-1 to D-2 under section 1 (Overall policymaking, direction and coordination) for the United Nations Liaison Office at Addis Ababa.**

91. **The recommendations of the Advisory Committee in the present report would entail a total reduction of $8,142,700 from the additional estimate of $21,036,100 proposed by the Secretary-General. The reduction includes the related impact on operational and other non-staff costs of the Advisory Committee's recommendations on posts. The reduction can be broken down as follows:**

(United States dollars)

		Recommended adjustments	
Section		*Posts*	*Resources*
1.	Overall policymaking, direction and coordination	(1)	23 300
3.	Political affairs	(40)	5 594 000
28D.	Office of Central Support Services		1 649 100
35.	Staff assessment[a]		876 300
	Total	**(41)**	**8 142 700**

[a] To be offset by an equivalent amount under income section 1.

Documentation

- Proposed programme budget for the biennium 2008–2009 (A/62/6 (Sects. 1, 3, 28D and 35))
- First report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2008–2009 (A/62/7 and Corr.1)
- Thirtieth report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2008–2009 (document A/62/7/Add.29 in the present supplement)
- Comprehensive report of the Secretary-General on strengthening the capacity of the Organization to manage and sustain peace operations (A/61/858 and Corr.1)
- Report of the Secretary-General on the estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council (A/62/512 and Add.1–3, Add.4 and Corr.1 and Add.5)
- Report of the Secretary-General on revised estimates under section 1 (Overall policymaking, direction and coordination), section 3 (Political affairs), section 28D (Office of Central Support Services) and section 35 (Staff assessment) of the proposed programme budget for the biennium 2008–2009 relating to the strengthening of the Department of Political Affairs (A/62/521 and Corr.1)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the comprehensive report on strengthening the capacity of the United Nations to manage and sustain peace operations (A/61/937)
- Report of the Office of Internal Oversight Services on the audit of the management of special political missions by the Department of Political Affairs (A/61/357)
- Reports of the Office of Internal Oversight Services on the in-depth evaluation of political affairs (E/AC.51/2006/4 and E/AC.51/2007/2 and Add.1 and 2 and Add.3 and Corr.1 and Add.4 and 5)
- General Assembly resolutions 60/1, 61/230, 61/276, 61/279

Notes

[1] E/AC.51/2006/4 and E/AC.51/2007/2 and Add.1 and 2 and Add.3 and Corr.1 and Add.4 and 5.

[2] E/AC.51/2006/4, para. 25.

[3] Ibid., para. 49

[4] S/2007/421 and Corr.1, annex II.

[5] E/AC.51/2006/4 and E/AC.51/2007/2.

[6] E/AC.51/2007/2/Add.1.

Annex

Requests from Member States for electoral assistance[a]

	Number of requests	Number of Member States	Number of requests accepted (or under consideration)	Notes
1989–1991	8	8	8	Excluding Namibia and including the request for United Nations organization of the referendum in Western Sahara
1992	33	31	30 (3 not accepted)	
1993	23	22	19 (4 not accepted)	
1994	18	17	14 (4 not accepted)	
1995	22	22	17 (5 not accepted)	Including request for United Nations observation of elections in the occupied Palestinian territory
1996	27	24	14 (13 not accepted)	
1997	16	12	11 (5 not accepted)	
1998	21	19	10 (11 not accepted)	
1999	32	30	23 (9 not accepted)	Including Kosovo (Serbia)
2000	26	23	12 (14 not accepted)	
2001	21	21	16 (5 not accepted)	
2002	34	33	27 (7 not accepted)	
2003	21	21	20 (1 not accepted)	
2004	22	20	16 (6 not accepted)	
2005	39	36	33 (6 not accepted)	Including Bougainville
2006	28	24	19 (9 not accepted)	
2007	17	16	12 (5 not accepted)	
Total	**408**	**107**[b]	**301 (107 not accepted)**	

[a] As at 14 November 2007.

[b] Several Member States have requested assistance from the United Nations more than once. Since 1989, 104 Member States have requested assistance. In addition, other requests include those related to Bougainville, Kosovo (Serbia) the occupied Palestinian territory and Western Sahara. A total of 100 have received some type of assistance (including those being considered)

Document A/62/7/Add.33

Thirty-fourth report

Financing field missions of the Peacebuilding Commission

[Original: English]
[27 February 2008]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the note by the Secretary-General on financing field missions of the Peacebuilding Commission (A/62/670). During its consideration of the note, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. The Advisory Committee notes that in the first year of its operations, the Peacebuilding Commission agreed that field visits were an important component of its working methods. The Organizational Committee of the Commission decided that the Commission should undertake field visits to Burundi and Sierra Leone. Those visits were funded through a combination of self-financing by some members and by other earmarked contributions.

3. The Advisory Committee also notes that, in its first annual report to the General Assembly and the Security Council, the Commission indicated that, as part of its working methods, it had decided to organize field missions to the countries under consideration and, in view of their usefulness, it intended to continue undertaking such missions. The Commission also suggested that the Assembly might wish to acknowledge the importance of field missions as a tool for dialogue and interaction with country-level stakeholders, as well as to assess the peacebuilding priorities first-hand. In that context, the Commission brought to the attention of the Assembly the fact that the issue of financing such missions needed to be appropriately considered and that such consideration could include all options, taking into account the fact that the Commission was a new body (see A/62/137, para. 43).

4. The Advisory Committee further observes that, while the proposed programme budget for the biennium 2008–2009 mentioned that the Commission had decided to organize field visits, it did not include any resources for the participation of its members in such visits. As the field visits of the Commission were funded outside the regular budget during the first year of its operation and no determination was made regarding the mode of financing them, a statement of programme budget implications was not provided. **The Advisory Committee trusts that the provisions of rule 153 of the rules of procedure of the General Assembly, as well as procedures governing the inclusion of estimates in proposed programme budgets, will be strictly adhered to in future.**

5. The Secretary-General indicates in paragraph 6 of his note (A/62/670) that, given the potential increase in the number of countries on the agenda of the Commission in 2008 and 2009, the General Assembly may wish to consider more stable funding for field visits. The recommendations contained in paragraph 12 of his note are intended to provide for such stability.

6. In his note, the Secretary-General also indicates that it is anticipated that one field visit would be undertaken by seven members of the Commission in 2008 to each of the three countries under consideration, namely, Burundi, Guinea-Bissau and Sierra Leone. He further indicates that it is expected that a total of five missions would be undertaken by seven members of the Commission in 2009. Furthermore, certain circumstances may also warrant missions by the Chairman of a country-specific configuration to a country on the agenda of the Commission.[1]

7. The Advisory Committee notes that, based on experience in 2007 and the assumptions of the work programme of the Commission, as outlined in paragraphs 7 to 9 of the note by the Secretary-General, a preliminary cost estimate of $US 676,300 would cover travel expenses in respect of field visits by members of the Commission during the biennium 2008–2009. The Secretary-General indicates that this amount would be absorbed to the fullest extent possible under section 3

(Political affairs) of the programme budget for the biennium 2008–2009 and reported in the context of the relevant performance report. The Secretary-General also indicates that future requirements related to field visits of the Commission would be considered in the context of the proposed programme budget for the relevant biennium. **The Advisory Committee recommends that the General Assembly concur with the Secretary-General's proposal contained in paragraph 12 of his note.**

Notes

[1] See also PBC/2/INF/1.

Document A/62/7/Add.34

Thirty-fifth report

Revised estimates resulting from resolutions adopted by the Human Rights Council at its sixth session and its fifth special session in 2007

[Original: English]
[27 February 2008]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on revised estimates resulting from resolutions adopted by the Human Rights Council at its sixth session and its fifth special session, in 2007 (A/62/671). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification.

2. As indicated in the report, at its sixth session and its fifth special session, the Human Rights Council adopted a number of resolutions by which it authorized relevant human rights bodies and special procedures to continue or undertake additional activities in excess of the resources approved in the programme budget for the biennium 2006–2007 and the initial proposals of the Secretary-General for the biennium 2008–2009.

3. For the biennium 2006–2007, related net additional requirements amounting to $US 719,100 have been met within the resources appropriated under the programme budget for the biennium and reported in the second performance report on the budget.

4. Requirements for the biennium 2008–2009 are estimated at $2,916,000. The Advisory Committee was informed that, of that amount, $2,449,300 had been included in the proposed programme budget for the biennium in accordance with the agreed procedure on perennial activities, which was established in consultation with it in the biennium 1986–1987 to deal with resource requirements resulting from decisions of the Commission on Human Rights, as endorsed by the Economic and Social Council (see A/40/6 (Sect. 23), paras. 23.12 and 23.13). That procedure was subsequently formalized by the General Assembly in its resolution 41/213 of 19 December 1986. According to the procedure, provisions for activities of a perennial nature are included in the proposed programme budget on the basis of past experience.

5. As indicated in the summary of the report of the Secretary-General, it is envisaged that the balance of $466,700 required for the biennium 2008–2009 will be accommodated, to the extent possible, from within the existing appropriations for the biennium. Accordingly, no additional appropriations are requested at this time. During the biennium, the General Assembly will be provided with a consolidated statement of requirements arising from the continuing review by the Human Rights Council of its subsidiary machinery in accordance with Assembly resolution 60/251 of 15 March 2006 (see A/62/671, para. 91). The consolidated statement will include information on the potential absorptive capacity of the programme budget for the biennium 2008–2009 under the amended programme of work. Upon enquiry, the Advisory Committee was informed that the Council's review of its subsidiary machinery should be completed in June 2008 and that the consolidated statement would be submitted to the General Assembly in late 2008 or early 2009.

6. A summary of requirements resulting from the resolutions adopted by the Council at both its sixth session and its fifth special session, which is provided in the annex to the report of the Secretary-General, includes:

- Requirements accommodated within approved appropriations and reported in the second performance report for the biennium 2006–2007
- Requirements to be accommodated from the existing appropriation for 2008–2009
- Requirements to be reported in the consolidated statement

7. During its review of the report, the Advisory Committee exchanged views with representatives of the Secretary-General on the procedure currently being used to report to the General Assembly the requirements emanating from resolutions and decisions adopted by the Human Rights Council. Revised estimates resulting from decisions of the Council's predecessor, the Commission on Human Rights, once adopted by the Economic and Social Council, were reported to the General Assembly in the context of revised estimates resulting from resolutions and decisions of the Economic and Social Council. The Advisory Committee was informed that, upon the establishment of the Human Rights Council, the secretariat initially considered that the procedure for handling its reports should be similar to that followed for the Economic and Social Council.

8. However, it is pertinent to recall that the Human Rights Council is mandated to meet regularly throughout the year and to schedule no fewer than three sessions per year, as well as special sessions when needed. In fact, the report contained in document A/62/671 represents the fifth report on revised estimates resulting from resolutions and decisions of the Human Rights Council since the Council's first session, in June 2006. The coherent presentation and intergovernmental review of such revised estimates thus present a challenge. **While the Advisory Committee understands that the procedure followed thus far represents an effort at transparency on the part of the secretariat, it notes that this procedure contributes to a piecemeal approach to budgeting for the requirements resulting from resolutions and decisions of the Council. The Advisory Committee is therefore of the view that the procedure for presenting to the General Assembly the financial requirements arising from the resolutions and decisions of the Human Rights Council should be improved. The Assembly may wish to request that the Secretary-General make proposals in this regard in time for the Advisory Committee to consider them in the context of its review of the consolidated statement.**

9. **The Advisory Committee recommends that, at the present stage, the General Assembly take note of the estimated requirements of $2,916,000 for the biennium 2008–2009, on the understanding that such appropriations as may be necessary will be requested by the Secretary-General in the context of a consolidated statement of requirements arising from the continuing review by the Human Rights Council of its subsidiary machinery, which is to be submitted to the Assembly upon completion of the review (see para. 5 above). In accordance with rule 153 of the rules of procedure of the General Assembly, the Human Rights Council should continue to be provided with statements of programme budget implications prior to the adoption of resolutions.**

Document A/62/7/Add.35

Thirty-sixth report

Strengthening investigations

[Original: English]
[5 March 2008]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on strengthening investigations (A/62/582 and Corr.1). During its consideration of the report, the Advisory Committee met with the Secretary-General's Chef de cabinet and the Under-Secretary-General for Internal Oversight Services, as well as other representatives of the Secretary-General, who provided additional information and clarification.

2. The Advisory Committee notes that the Secretary-General's report is submitted pursuant to section II, paragraph 1, of General Assembly resolution 61/275 of 29 June 2007 and paragraph 44 of resolution 61/279, also of 29 June 2007, in which the Assembly requested him to report, in the context of the programme budget for the biennium 2008–2009, on the functions, structure and work processes of the Investigations Division of the Investigations Division of the Office of Internal Oversight Services (OIOS) with a view to strengthening its investigation function, and to provide a comprehensive report to the Assembly at its sixty-second session on the results of the ongoing examination and rationalization of the investigation caseload and the overall review of the capacity of the Investigations Division.

3. In paragraph 6 of his report (ibid.), the Secretary-General indicates concern about the "insufficient" capacity of other entities of the Organization mandated to carry out investigations, the need for such capacity to be developed, adequately supported by training and governed by detailed sets of standards and guidelines to inform all parties concerned of their rights and obligations during investigations, as well as taking into account the due-process rights that ought to be applied uniformly in all investigations carried out by the Organization. In consequence, the Secretary-General seeks a mandate to submit to the Assembly at its sixty-third session a report on the outcome of the comprehensive review of investigations in the United Nations. He states in paragraph 9 that in doing so, he will be guided by recent experience, including that gained from investigations of the oil-for-food programme, the Procurement Task Force and practices of other international organizations, taking into account the reform of the system of administration of justice, the OIOS report on strengthening investigations, as well as upcoming reports on the accountability framework, results-based budgeting, enterprise risk management and the internal control framework.

4. **The Advisory Committee regrets the lack of information on the entities other than the OIOS that carry out investigations and on the number of cases handled.** Upon enquiry, the Advisory Committee was provided with information in this regard, which is set out in annex II to the present document. As stated therein, OIOS generally investigates category I cases on its own initiative or on the request of a head of office, but may refer some of those cases to other entities for action. Category II cases are normally not investigated by OIOS, but by a head of office, the Department of Safety and Security or the Office of Human Resources Management (OHRM), either on their own initiative or on referral from OIOS.

5. **The Advisory Committee is concerned that the Secretary-General's comments do not build on the framework for investigations adopted in section IV of General Assembly resolutions 57/282 of 20 December 2002 and Assembly resolution 59/287 of 13 April 2005.** Furthermore, with respect to training, the Advisory Committee points out that, in the context of the revised estimates issued following the 2005 World Summit, general temporary assistance equivalent to six positions (3 P-4, 2 P-3, 1 General Service (Other level)) was requested to establish a training capacity for the Investigations Division to enable programme managers to handle category II cases of misconduct. Upon enquiry, the Advisory Committee was informed that,

to date, only two positions have been utilized. The training officers are currently engaged in OIOS in developing a comprehensive "investigation learning programme" designed to enhance the capacity of United Nations staff to support the investigation process, whether by undertaking investigations for category II misconduct or discharging more general management functions. The programme covers basic skills, as well as policy and normative aspects of investigations. The full training programme will be implemented once it has been finalized. In addition, OIOS is working with OHRM to develop a special training programme for investigating allegations of sexual harassment. Other initiatives include workshops, which will be generally available to interested staff, intended to raise awareness of risks in such areas as procurement.

6. **The Advisory Committee recalls that the General Assembly, in its resolution 48/218 B of 29 July 1994, clearly established the role and mandate of OIOS, and in its resolution 59/287 the role of OIOS in internal investigations. The Advisory Committee also recalls that the placement of the investigation function within OIOS was reaffirmed by the Assembly in its resolution 61/245 of 22 December 2006. Before a decision is taken on the need for a comprehensive review of investigations in the United Nations, as proposed by the Secretary-General, the Advisory Committee recommends that he be requested to provide information on all the entities other than OIOS carrying out inquiries and investigations, their legislative basis and precise role, the number and types of cases handled, related resources, reporting mechanisms, standards and guidelines involved and training imparted, as well as information on the implementation of resolution 59/287.**

7. The Advisory Committee notes that an external review of the Investigations Division was conducted between 15 March and 15 June 2007 and that the resulting report was submitted to the Under-Secretary-General for Internal Oversight Services on 26 June 2007. An account of the actions and proposals of the Under-Secretary-General to strengthen the investigation function of OIOS is included in the annex to the Secretary-General's report (ibid.). The Advisory Committee notes that these are based on the conclusions and recommendations of the external expert, as referred to in paragraphs 4 and 5 of the annex to the report; and a brief summary of the expert's review can be found in paragraphs 6 to 14. The Advisory Committee notes that OIOS has decided to pay particular attention to strengthening the Investigations Division in the following three main areas:

(*a*) Effective leadership and management;

(*b*) Operating strategies and procedures;

(*c*) Optimal structure and location.

8. In his report, the Secretary-General states that he has taken note of the approach taken by OIOS to improve the functioning of the Investigations Division and of the actions, practical in nature and in several instances already being implemented, that are within the authority of the Under-Secretary-General. He also states that he looks forward to seeing the results and recognizes that some of these actions, particularly those related to restructuring, have financial implications, which will be reported to the General Assembly for approval in the appropriate budget cycle (ibid., paras. 3 and 5). **In the view of the Advisory Committee, the envisaged restructuring of the Investigations Division does not solely fall within the managerial purview of the Under-Secretary-General for Internal Oversight Services (see paras. 16 and 23 below).**

9. As regards the strengthening of the Division's leadership and management (ibid., annex, paras. 18–21), the Advisory Committee was informed that the post of the Deputy Director had been filled in December 2007 and notes that its incumbent is tasked with, among other functions, implementing the strengthening initiatives. The Advisory Committee was also informed that the recruitment of the Director of the Division was under way. **Further information on progress in this recruitment should be provided to the General Assembly at the time of its consideration of the Secretary-General's report.**

10. The Advisory Committee notes that the initiatives undertaken in connection with operational strategies and procedures are described in paragraphs 22 to 38 of the report of OIOS annexed to

the report of the Secretary-General. These include the current ongoing review and update of the investigations manual as well as the prioritization of cases and related establishment of a case intake committee, comprising the Director and two Deputy Directors of the Division, to facilitate informed decisions on case intake, oversight of the progress of ongoing case investigations and changes in priorities and direction as deemed appropriate. The Advisory Committee was also informed by OIOS that the development of standard operating procedures, begun in 2006 in order to provide a more comprehensive framework and facilitate continuous improvement, had been completed. In particular, according to OIOS, procedures dealing with witness/subject interviews have been prepared to reflect recent trends in the administration of justice, and investigation report procedures have been updated to better support the disciplinary process. In addition, the Advisory Committee was informed that OIOS was incorporating forensic methods, tools and practices to improve its capacity to detect fraud and would initiate the replacement of the case management system in order to provide users with a secure and accessible tool. **The Advisory Committee is of the opinion that the implementation of these initiatives should be used as benchmarks for future evaluation of the work of the Investigations Division.**

11. As far as the structure of the Investigations Division is concerned, the Advisory Committee notes that the proposals are centred on the following: (*a*) organizing investigative capacity around the two main types of cases investigated by OIOS (sexual exploitation and abuse cases and financial, economic and administrative cases); (*b*) the decision to create specialized teams to investigate these cases effectively; and (*c*) repositioning the resident investigators from peacekeeping missions into three regional centres (New York, Vienna and Nairobi) where investigative capacity will be concentrated.

12. The Advisory Committee also notes that these proposals would not change the categorization of cases, as established by General Assembly resolution 59/287 following consideration of the related report of OIOS (see A/58/708), or the scope or extent of the investigations that OIOS is mandated to undertake (see A/62/582 and Corr.1, annex, para. 42). The Advisory Committee further notes the argument of OIOS that placing investigators with requisite skills and expertise in specialized teams or units will improve the quality and speed of investigations, allowing greater focus and development of expertise in particular types of investigation.

13. As to concentrating investigative capacity in the regional centres, OIOS argues that this provides a larger pool offering more options for ensuring that specific skills are readily accessible, is a way to maximize time and expertise, makes training and support more cost-effective and draws on the experience gained from having resident investigators in peacekeeping missions in the past two years, as well as that related to the Procurement Task Force (ibid., paras. 48–51). With regard to placing resident investigators in peacekeeping missions, the Advisory Committee was informed of difficulties in attracting and retaining qualified and experienced staff, due to mission conditions and the fact that the job, by its very nature, tends to isolate investigators from other mission staff. Other factors include longer investigation times due to disruptions, such as rules regarding occasional recuperation breaks; the fact that analysis, research and report preparation do not necessarily have to be performed in situ; higher costs related to ongoing training of dispersed staff; lack of cohesion and consistency in work products; and the difficulties involved in global case management. The Advisory Committee was also informed by OIOS that experience with the Procurement Task Force had shown that highly qualified staff and specialized teams were able to carry out complicated investigations after a couple of field visits of a few weeks each.

14. According to OIOS, while there are cost implications related to moving staff to the regional centres, there may also be cost savings, as fewer posts may be needed to cover investigation requirements (ibid., para. 55). Information on the current staffing of the Investigations Division is presented in annex I to the present document.

15. The Advisory Committee notes that information on the expert's review, including the experience of the expert, the terms of reference of the review, the work involved and a brief summary of the expert's recommendations, is provided (ibid., paras. 6–14). The Advisory Committee also notes that the actions proposed by the Under-Secretary-General to strengthen the

Investigations Division are based on these recommendations (see para. 7 above). However, the Advisory Committee did not have the benefit of access to the review itself, as OIOS declined to provide it.

16. The Advisory Committee also recalls that, in making its decision on the current arrangements for conducting investigations, the General Assembly was guided by the recommendations contained in the report of the Secretary-General (A/57/494) and that of OIOS (see A/59/546), which drew attention to the benefits of a combination of resident and regional investigative capacity. **The Advisory Committee considers that the presentation on the envisaged restructuring would have been strengthened by a more complete analysis and specific reference to the experience with resident investigators. The submission of the proposals to the Assembly should therefore be accompanied by such analysis.**

17. According to OIOS, the quality and success of the investigations of the Procurement Task Force underscore the advantages of using specialist professional investigators and provide further justification for restructuring the Division into specialized units, as well as recruiting investigators with specialist skills (A/62/582 and Corr.1, annex, paras. 66 and 68). In addition, paragraph 86 of the same report states that the restructuring of the Investigations Division will be approached with care and full consideration of the impact that the team/unit concept and the relocation of investigators from peacekeeping missions will have on staff. **The Advisory Committee is of the opinion that the question of the impact on staff of the team/unit concept and the relocation of the investigators would benefit from being addressed in advance and not at the time of implementation.**

18. In addition, the Advisory Committee recalls that, in paragraph 4 of its resolution 62/234 of 22 December 2007, the General Assembly decided to conduct an overall review of the capacity of the Investigations Division by 30 June 2008, addressing, inter alia, the activities of the Procurement Task Force. In paragraphs 6 and 7 of the same resolution, the Assembly decided to revert to the consideration of the report of OIOS on the activities of the Procurement Task Force (A/62/272), the related note by the Secretary-General (A/62/272/Add.1) and the report on the overall review of the capacity of the Investigations Division (A/62/582 and Corr.1) during the first part of its resumed sixty-second session. **The Advisory Committee points out, therefore, that the Procurement Task Force will be reviewed by the General Assembly.**

19. Pursuant to the request in paragraph 5 of General Assembly resolution 62/234, the Advisory Committee has requested the Board of Auditors to conduct an audit of the activities of the Procurement Task Force for the period from 1 January 2006 to 30 June 2007, including compliance by the Task Force with established transparency and accountability measures of the Organization and of OIOS, and to report thereon separately to the General Assembly at the main part of its sixty-third session. The Advisory Committee was informed by the Chairman of the Board of Auditors that the Board would undertake this special assignment in April 2008.

20. The Advisory Committee points out that, in its report on the activities of the Procurement Task Force for the 18-month period ended 30 June 2007, OIOS refers to the framework of mutual legal assistance in the use of legal powers in a foreign jurisdiction to obtain evidence, and states that "consideration should be given to whether OIOS on behalf of the United Nations can become a party to mutual legal assistance instruments as it would certainly expedite the investigations" (A/62/272, para. 12). The Advisory Committee notes that, in his comments on the report, the Secretary-General, while indicating that OIOS did not formally request that he explore such possibilities, states that such assistance in the use of legal powers in a foreign jurisdiction is generally established through bilateral treaties between States, which call for cooperation between judicial bodies of States parties. In his view, it "therefore appears unlikely that such treaties could be expanded to include cooperation with an international organization in its internal investigations". The Secretary-General also states that he will explore with OIOS the question of what other mechanisms may be available to enable it to seek cooperation with Member States at the international level (A/62/272/Add.1, para. 16).

21. **Bearing in mind the very nature of OIOS and its mandate as the internal oversight body within the United Nations Secretariat, the Advisory Committee points out that OIOS cannot become party to international agreements. Moreover, the Advisory Committee cautions against any confusion between administrative and judicial investigations.**

22. In paragraphs 58 to 65 of its report (A/62/582 and Corr.1, annex), OIOS refers to the approach to the investigation of sexual exploitation and abuse allegations. The Advisory Committee sought clarification regarding paragraph 61, which, as drafted, seems to limit the role of OIOS in investigating sexual exploitation and abuse cases, as mandated by the General Assembly. The Advisory Committee was informed by OIOS that the message conveyed in paragraph 61 was not correct. The Advisory Committee was assured that OIOS is not seeking to limit its role, but rather to ensure that all actors involved have clear roles and responsibilities. In this connection, the Advisory Committee recalls that, by its resolution 61/267 B of 24 July 2007, the Assembly amended the model memorandum of understanding with troop-contributing countries to give the Governments concerned primary responsibility for investigating members of their national contingents. **In clarifying roles and responsibilities, the Advisory Committee stresses the need to take account of General Assembly resolution 61/267 B and notes the intention of OIOS to do so (ibid. para. 60).**

23. **In the light of the comments and observations made in the paragraphs above, the Advisory Committee is of the opinion that fuller justification is required for the restructuring of the Investigations Division. The Advisory Committee trusts that any changes proposed will therefore be supported by a detailed analysis (see para. 16 above). The Advisory Committee also recommends that any changes with administrative and financial implications be subject to the review and approval of the General Assembly in accordance with established procedures.**

Annex I

Office of Internal Oversight Services: Investigations Division and Procurement Task Force

Organizational structure and post distribution for the biennium 2008–2009 (as at 14 February 2008)

Investigations Division
Subprogramme 3

New York

RB:	XB:[a]
1 D-2	1 P-3
1 D-1	2 GS (OL)
2 P-5	
6 P-4	
3 P-3	
2 GS (PL)	
3 GS (OL)	

Vienna

RB:	XB:[b]
1 P-5	1 D-1
2 P-4	1 P-5
3 P-3	3 P-4
4 P-2/1	7 P-3
2 GS (OL)	1 GS (PL)
	4 GS (OL)

Nairobi

RB:	XB:[a]
3 P-4	3 P-4
1 P-3	5 P-3
1 GS (LL)	2 GS (OL)

Resident Investigators

RB:	XB:[c]
	8 P-4
	24 P-3
	8 GS (OL)
	8 GS (LL)

Arusha

RB:	XB:
	1 P-4
	1 P-3

Procurement Task Force[a]

1 D-2
1 P-5
19 P-4
2 P-3
2 P-2
2 GS (OL)

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[a] General temporary assistance positions.

[b] General temporary assistance positions except for 1 P-4.

[c] General temporary assistance positions except for 2 P-4, 4 P-3, 1 GS (OL) and 5 GS (LL).

Abbreviations: GS – General Service; LL – Local level; OL – Other level; RB – regular budget; XB – extrabudgetary.

Annex II

Response to queries raised regarding entities other than the Office of Internal Oversight Services that carry out investigations[a]

1. The Office of Internal Oversight Services (OIOS) generally investigates category I cases on its own initiative or at the request of a head of office, but may refer some of these cases to other entities for action. Category II cases are normally not investigated by OIOS, but by a head of office, the Department of Safety and Security or the Office of Human Resources Management, either at their own initiative or on referral from OIOS.

Heads of office and programme managers

2. Where there is reason to believe that a staff member may have engaged in unsatisfactory conduct in situations that do not appear to pertain to category I, the head of office or responsible officer in that office initiates a preliminary investigation, which will typically be conducted by an investigation panel appointed by the head of office. Departments do not have standing capacity to perform this function, with the exception of the Department of Safety and Security, which has established an Internal Affairs Unit to investigate allegations against Department of Safety and Security staff. The head of office or responsible officer may also request that OIOS or the Department of Safety and Security conduct the investigation.

Office of Human Resources Management

3. Complaints of sexual harassment are investigated under the authority of the Assistant Secretary-General for Human Resources Management, who will appoint staff members of good standing to establish the facts and report on their findings. There is no standing capacity to perform this function.

Panel on Discrimination and Other Grievances

4. The Panel on Discrimination and Other Grievances, composed of staff members performing the functions of the Panel on a voluntary basis in addition to their regular functions, investigates grievances of staff in connection with their employment, such as allegations of discriminatory treatment. The Panel submits its reports to the Office of Human Resources Management for review and action by the Assistant Secretary-General for Human Resources Management. In its resolution 61/261 of 4 April 2007, the General Assembly decided to accept the Redesign Panel's recommendation that the Panel be abolished and its functions redistributed.

Department of Safety and Security

5. The Department of Safety and Security is responsible for the investigation of category II cases that come to its attention directly or are referred to it by heads of office or responsible officers. The Special Investigations Unit of the Department of Safety and Security is a fact-finding unit, the role of which is to gather case facts by retrieving information and data from evidence presented. The Special Investigations Unit reports on the facts it has found and issues appropriate recommendations on matters such as reports of loss, damage, theft and other incidents relating to property, altercations between staff members, deaths of staff members, allegations of misconduct, vehicular accidents and forgery.

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[a] See paragraph 6 of the report above.

Peacekeeping missions

6. Conduct and discipline units act as repositories for reported allegations of misconduct at Headquarters and in the field. The conduct and discipline units in missions function as the repository of all complaints of misconduct against all categories of peacekeeping personnel. When misconduct allegations are received, they are recorded by the conduct and discipline units and forwarded to the appropriate investigative body. Category I, or serious, misconduct allegations are forwarded to OIOS for investigation; category II, or minor, misconduct allegations are forwarded to the Special Investigations Unit for civilian personnel, the office of the Force Provost Marshal for military personnel or an ad hoc panel, usually convened by the head of mission, for investigation as appropriate. For category II allegations, the investigative body to which an allegation is forwarded usually depends on the nature of the allegation and the category of personnel involved in the alleged misconduct. Category I cases that OIOS has referred back to the mission are investigated by the Special Investigations Unit.

7. Boards of inquiry are established at peacekeeping missions to conduct inquiries into serious incidents and accidents that involve death or serious injury of, or involving, mission personnel; major loss or damage involving United Nations personnel and United Nations and contingent-owned property; and serious incidents that may reflect adversely on the mission.

Ethics Office

8. With regard to complaints of retaliation for reporting misconduct or cooperating with a duly authorized audit or investigation, the Ethics Office conducts a preliminary review to determine whether (*a*) a complainant engaged in a protected activity; and (*b*) there is a prima facie case that the protected activity was a contributing factor in causing the alleged retaliation or threat of retaliation. If it determines that there is a credible case of retaliation or threat of retaliation, the Ethics Office refers the case to OIOS for investigation.

Document A/62/7/Add.36

Thirty-seventh report

Conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

[Original: English]
[12 March 2008]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General entitled "Conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda" (A/62/538) and the letter dated 4 October 2007 from the Registrar of the International Tribunal for the Former Yugoslavia to the Secretary-General (A/62/538/Add.1, annex). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General, as well as with the President of the International Criminal Tribunal for Rwanda, the Deputy Registrar of the International Court of Justice, the Registrar of the International Tribunal for the Former Yugoslavia and other officials of the three judicial bodies, who provided additional information and clarification.

2. In paragraph 5 of its resolution 61/262 of 4 April 2007, the General Assembly recalled its resolution 37/240 of 21 December 1982, requested the Secretary-General to review and update the travel and subsistence regulations for the International Court of Justice, taking into account the recommendation of the Advisory Committee (see A/61/612 and Corr.1, para. 15) and bearing in mind the relevant provisions of the Statute of the International Court of Justice, and to report thereon to the General Assembly for its approval at its sixty-second session.

3. In paragraph 6 of its resolution 61/262, the General Assembly endorsed the proposal of the Secretary-General that the annual salaries of the members of the International Court of Justice and judges and of the ad litem judges of the two Tribunals should comprise an annual base salary with a corresponding post adjustment. In paragraph 7 of the resolution, the Assembly set the annual base salary at $US 133,500, effective 1 January 2007, and, in paragraph 8, decided to maintain the current level of salaries for members of the International Court of Justice and judges and ad litem judges of the Tribunals for the duration of their current terms of office or until such time as that amount was overtaken by the application of a revised system. In paragraph 11 of the resolution, the Assembly requested the Secretary-General to submit a report to it at its sixty-second session on options for designing pension schemes for the members of the International Court of Justice and for the judges of the Tribunals, including defined-benefit and defined-contribution schemes, taking into account the possibility of calculating pensions on the basis of the number of years served rather than the term of office.

II. Matters under consideration

A. Travel and subsistence regulations for the members of the International Court of Justice

Standards of travel

4. The Advisory Committee recalls that, in accordance with the travel and subsistence regulations of the International Court of Justice (General Assembly resolution 37/240, annex), members of the Court, ad hoc judges and their dependants are entitled to first-class travel. According to the Secretary-General in paragraph 6 of his report, the Court has indicated that the treatment of its members as regards the standard of travel has traditionally been at least comparable to that of directors-general of specialized agencies and that the travel and subsistence regulations of the Court as currently in force reflected that tradition. The Advisory Committee notes that the travel and subsistence regulations of the Court are fixed separately, reflecting its unique nature.

5. The Advisory Committee recalls its latest report on the matter, in which it noted that standards of accommodation had evolved considerably and that first-class air travel was now restricted to a limited number of cases, and that most senior officials were authorized to travel at the class immediately below first class. The Advisory Committee also recommended that the travel and subsistence regulations approved for the Court by the General Assembly in 1982 should be reviewed and updated in line with the current standards of the Organization (ibid., paras. 14 and 15).

6. As noted above, the Secretary-General is to review and update the travel and subsistence regulations for the Court. The Advisory Committee notes that, in section XV, para. 5, of its resolution 62/238 of 22 December 2007, the General Assembly requested the Secretary-General to report on the feasibility of harmonizing standards of travel for staff members, members of organs and subsidiary organs of the United Nations and organizations of the United Nations system, on the basis of a review and proposals by the United Nations System Chief Executives Board for Coordination (CEB). Upon enquiry, the Advisory Committee was informed that the CEB High-level Committee on Management would take up the issue at its fifteenth session, to be held on 17 and 18 March 2008.

7. Upon enquiry, the Advisory Committee was provided with a list of trips taken by resident and non-resident judges, their dependants and ad hoc judges from 2003 to 2007. The Advisory Committee notes that most trip segments or complete trips during that period were taken in business class, while a small number were taken in first or economy class.

8. The Advisory Committee notes that the Secretary-General recommends that no changes be made in the provisions of articles 1 and 2 of the travel and subsistence regulations of the International Court of Justice. **The Advisory Committee, at this time, interposes no objection to this recommendation, taking into account the information contained in paragraphs 16 and 17 of the report of the Secretary-General.**

Assignment grant

9. The Advisory Committee notes that article 3, paragraph 1 (*a*) (ii), of the travel and subsistence regulations of the Court provides that resident members of the Court are entitled to an installation grant in an amount corresponding to that applicable to senior officials of the Secretariat. The Advisory Committee also notes that since 2004, the daily subsistence allowance portion of the assignment grant for senior Secretariat officials has been computed on the basis of the daily subsistence rates promulgated by the International Civil Service Commission. **The Advisory Committee agrees with the recommendation of the Secretary-General that there should be no change in article 3, paragraph 1 (*a*) (ii), of the travel and subsistence regulations of the Court.**

B. Remuneration and retirement benefits for the members of the International Court of Justice and judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

Remuneration

10. As noted above, the General Assembly has set, effective 1 January 2007, the annual net base salary of the members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda at $133,500, with a corresponding post adjustment per index point equal to 1 per cent of the net base salary, to which would be applied the post adjustment multiplier for the Netherlands or for the United Republic of Tanzania, as appropriate (see resolution 61/262, para. 7).

11. The Advisory Committee notes that, in a letter dated 3 April 2007 to the President of the General Assembly (A/61/837), the President of the International Court of Justice expressed the Court's deep concern that the proposed action regarding members' emoluments would create inequalities among judges and requested postponement of action on the draft resolution that was subsequently adopted, on 4 April 2007, as resolution 61/262. The Court's position is outlined in annex II to the report of the Secretary-General (A/62/538). A memorandum, dated 6 June 2007, from the Legal Counsel to the Office of Human Resources Management addressing issues raised by the Registrar of the Court in a letter to the Office of Human Resources Management dated 19 April 2007 is included as annex I to the report.

12. The Advisory Committee also notes that, in a letter dated 29 May 2007, the President of the Court notified the Secretary-General of the Court's decision that an ad hoc judge appointed to sit on a case concerning the territorial and maritime dispute between Nicaragua and Colombia following the adoption of resolution 61/262 would receive the same emolument as the ad hoc judge appointed prior to the adoption of the resolution (ibid., paras. 54–57). **The Advisory Committee notes that this action is incompatible with the decision of the General Assembly in its resolution 61/262. Upon enquiry, the Advisory Committee was informed that a similar situation could arise in a limited number of other cases pending before the Court. Therefore, the Assembly may wish to examine the impact of the implementation of resolution 61/262 on the situation of ad hoc judges sitting on those cases.**

13. **The President of the Court has presented arguments pertaining to resolution 61/262 (ibid., annex II), with which the Legal Counsel largely concurred (ibid., annex I). The Advisory Committee cannot but note that this interpretation could affect the exercise of the General Assembly's mandate under Article 32 of the Statute of the Court.**

14. The first option proposed by the Secretary-General (ibid., para. 74) would entail establishing the salaries of the members of the Court and of the judges of the Tribunals in euros at the current level, namely, €174,708 per annum, subject to periodic cost-of-living adjustments. **The Advisory Committee notes that international salary scales within the United Nations are based on the United States dollar, with adjustments for inflation and currency fluctuations through the post adjustment system. Establishing salaries in a currency other than the United States dollar for the members of the Court and for the judges of the Tribunals would be a departure from current practice, the implications of which the General Assembly would need to analyse fully, irrespective of the seats of the Court and Tribunals and the official currencies used in the countries concerned.**

15. The second option (ibid., paras. 75–77) would entail maintaining the salary system, as approved by the General Assembly in its resolution 61/262, whereby the salaries of the judges consist of a net base salary and a corresponding post adjustment amount per index point equal to 1 per cent of base salary, as summarized below, but at a higher level:

(United States dollars)

	Current net base salary (as at 1 January 2007)[a]	*Annual salary (starting point)*[b]	*Proposed annual base salary (increase of 2 per cent)*	*Proposed total salary*[c]
International Court of Justice[d]	133 500	170 080	173 450	274 744
International Tribunal for the Former Yugoslavia[d]	133 500	170 080	173 450	274 744
International Criminal Tribunal for Rwanda[e]	133 500	170 080	173 450	239 534

[a] General Assembly resolution 61/262.

[b] General Assembly resolution 59/282.

[c] Proposed base salary plus applicable post adjustment.

[d] As at 1 March 2008, the post adjustment multiplier for the Netherlands was 67.9 and the official United Nations operational exchange rate was €0.661=$1

[e] As at 1 March 2008, the post adjustment multiplier for the United Republic of Tanzania was 41.7 and the official United Nations operational exchange rate was .TSh1163=$1.

16. The Advisory Committee notes that, under the second option, the annual salaries of members of the Court and the judges of the International Tribunal for the Former Yugoslavia would be $274,744 and that the annual salaries of the judges of the International Criminal Tribunal for Rwanda would be $239,534. Those figures include the relevant post adjustment rates and an annual net base salary of $173,450, reflecting an increase of some 2 per cent from the current level of $170,080. The Advisory Committee notes from the report that the proposed increase in the net base salary is based on the recommendation of the International Civil Service Commission for a no-gain/no-loss increase of 1.97 per cent for Professional staff (see A/62/30 and Corr.1, para. 30). **Accordingly, the Advisory Committee reiterates its position that the consolidation of points from post adjustment to base salary for staff, which is on a no-loss/no-gain basis, is not relevant to a proposal whereby an increase would result (see A/61/612 and Corr.1, para. 9).**

17. **The Advisory Committee recalls the 'previous decision of the General Assembly that the salaries of judges should consist of a net base salary and a corresponding post adjustment amount per index point equal to 1 per cent of the net base salary to which would be applied a post adjustment multiplier (resolution 61/262, para. 6).**

18. The Advisory Committee notes the financial implications of the two options set out in the table following paragraph 86 of the report of the Secretary-General.

Retirement benefits

19. In paragraphs 78 to 81 of his report (A/62/538), the Secretary-General sets out the implications of the two salary options for pension benefits of the members of the Court under the current system. The Advisory Committee notes, however, that a study of options for designing pension schemes is being conducted by a consulting firm. This study would be finalized in March 2008 and presented during the second part of the resumed sixty-second session of the General Assembly. **The Advisory Committee recommends that the Assembly defer consideration of the retirement benefits for members of the Court pending receipt of the pension study.**

III. Frequency of review of conditions of service and remuneration

20. The Secretary-General indicates in paragraph 86 of his report (ibid) that if the General Assembly decides to revert to a three-year cycle for review of the conditions of service and remuneration, the next comprehensive review would be undertaken at its sixty-fifth session,

in 2010. **The Advisory Committee notes that, should the General Assembly decide to maintain a salary for the judges consisting of a base salary plus post adjustment, a review would be necessary only if the International Civil Service Commission were to recommend and the General Assembly were to approve an increase in the net remuneration. In its view, this would entail a review of the judges' net remuneration.**

Document A/62/7/Add.37

Thirty-eighth report

Estimates in respect of special political missions, good offices and other political initiatives, authorized by the General Assembly and/or the Security Council

[Original: English]
[24 March 2008]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council (A/62/512/Add.6). The report contains the proposed resource requirements for the period from 1 January to 31 December 2008 for three special political missions, namely, the Special Envoy for the Lord's Resistance Army (LRA)-affected areas, the United Nations Representative for the International Advisory and Monitoring Board and the United Nations Office of the Special Envoy of the Secretary-General for the future status process for Kosovo, as well as the revised budgets for 2008 for two additional special political missions, the United Nations Mission in Nepal (UNMIN) and the United Nations Political Office for Somalia (UNPOS). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General who provided additional information and clarification.

2. The Advisory Committee recalls that, in its resolution 62/238 of 22 December 2007, the General Assembly approved an overall provision of $US 403,910,100 for special political missions under section 3 (Political affairs) of the programme budget for the biennium 2008–2009. This reflected a reduction of $200,150,000 in the amount of $604,060,100 proposed for the biennium 2008–2009 (see General Assembly resolution 62/238, sect. V, para. 16). The Assembly also approved the budgets of the 26 special political missions presented in the Secretary-General's report (A/62/512) for a total of $386,587,300 for the period ending 31 December 2008. The remaining unallocated balance in the provision for special political missions for 2008–2009 therefore amounts to $17,322,800.

3. The Secretary-General is proposing additional requirements for 2008 in the amount of $56,652,000 gross for the five missions indicated in paragraph 1 above. Given the balance in the provision under section 3 (Political affairs) of the programme budget for the biennium 2008–2009 of $17,322,800, following the decisions of the General Assembly in its resolution 62/238 (see para. 2 above), the Secretary-General is proposing, in accordance with the procedures provided for in General Assembly resolution 41/213 of 19 December 1986, additional appropriations of $34,528,100 under section 3 (Political affairs) and of $4,801,100 under section 35 (Staff assessment), to be offset by the same amount under income section 1 (Income from staff assessment) of the programme budget for the biennium 2008–2009.

4. **The Advisory Committee recalls the comments and recommendations made in its report on the estimates in respect of special political missions, good offices and other political initiatives authorized by the General Assembly and/or the Security Council (see document A/62/7/Add.29 in the present supplement), as well as in its report on the strengthening of the Department of Political Affairs (see document A/62/7/Add.32 in the present supplement). In particular, the Advisory Committee re-emphasizes the need to consider the distinctive roles and responsibilities of all departments of the Secretariat, regional commissions, United Nations funds and programmes, specialized agencies and other relevant actors of the United Nations system, including the country teams, and the need to improve coordination among them in order to achieve efficiencies and savings.**

5. **The Advisory Committee's comments and recommendations on the requirements for the five special political missions presented in the Secretary-General's report (A/62/512/Add.6) are set out in sections II to VII below.**

II. Special Envoy of the Secretary-General for the Lord's Resistance Army-affected areas

A. Mandate and planned results

6. The report of the Secretary-General provides the background and evolution of the activities of the Special Envoy of the Secretary-General for the Lord's Resistance Army-affected areas (A/62/512/Add.6, paras. 2–8). The Advisory Committee notes that the Secretary-General, in a letter dated 21 November 2007, informed the Security Council of his proposal to extend the mandate of the temporary Liaison Office of his Special Envoy until 31 December 2008 and to upgrade the Office to a special political mission, given the continuation of the peace talks in the course of 2008 and the issues remaining to be discussed in the related peace process.[1] The President of the Security Council, in his reply dated 6 December 2007,[2] informed the Secretary-General that the Council had taken note of his proposals.

7. The Advisory Committee was informed that talks had resumed on 31 January 2008 and that progress had been achieved following intense negotiations, which concluded with the signature of several key agreements that will require the support of the United Nations. The Advisory Committee was also informed that the parties were to reconvene in March 2008 and that the Final Peace Agreement was expected to be signed thereafter. Furthermore, the Department of Political Affairs is consulting other Secretariat departments and United Nations agencies with a view to ensuring a coherent approach to the Organization's role in the implementation period.

8. The Advisory Committee notes that the Special Envoy and his staff consult closely with the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) and the United Nations Mission in the Sudan (UNMIS), at the head of mission and working levels, on matters involving LRA activities in the region, and that, within their current mandates and capabilities, both missions also provide logistics and security support to the Office of the Special Envoy (A/62/512/Add.6, para. 8).

B. Resource requirements

9. The requirements for the Office of the Special Envoy, for a one-year period ending 31 December 2008, are estimated at $2,738,400 gross ($2,536,600 net). The Advisory Committee notes that, in 2007, the requirements of the Special Envoy were funded under the provisions of General Assembly resolution 60/249 of 23 December 2005 on unforeseen and extraordinary expenses for the biennium 2006–2007. As indicated in the Secretary-General's report (A/62/512/Add.6), the resources needed for the functioning of the Office in 2007 amounted to $746,300. The increase in these requirements reflects the renewal and extension of the mandate of the Office of the Special Envoy for a full year, its establishment as a special political mission, and the strengthening proposed in order to allow for continued engagement in the peace process.

1. Civilian personnel

Positions	*Number*	*Level*
Approved initial positions for 2007[a]	NA	
Vacant positions as at 29 February 2008	NA	
Proposed positions for 2008	10	1 USG, 1 D-1, 2 P-5, 1 P-4, 1 P-3, 1 FS, 1 GS, 2 LL
New positions	10	1 USG, 1 D-1, 2 P-5, 1 P-4, 1 P-3, 1 FS, 1 GS, 2 LL
Abolitions	—	—
Redeployments	—	—
Reclassifications	—	—

[a] In 2007, requirements were funded under the provisions of General Assembly resolution 60/249 on unforeseen and extraordinary expenses.

2. Comments and recommendations on positions

10. The civilian personnel costs of $1,471,000 provide for a proposed staffing component of 10 civilian staff (8 international and 2 national positions). A 10 per cent vacancy factor has been applied to the staffing costs. The Advisory Committee notes that the Special Envoy acts as the Head of Mission, and that the position, at the Under-Secretary-General level, is budgeted on a when-actually-employed basis for nine months, which is the maximum per year for such contracts. The other positions proposed, described in paragraphs 14 to 22 of the Secretary-General's report (ibid.), can be summarized as follows:

(*a*) One D-1 position for the Head of the Kampala Liaison Office to oversee and coordinate analysis and reporting on developments in the region related to the peace process, and to represent the Special Envoy at the highest levels, where appropriate, in addition to overseeing the functioning of the office and its staff;

(*b*) One P-5 position for a Senior Political Adviser to provide advice and support to the Special Envoy in support of his activities in the region, as well as all relevant activities at Headquarters and the United Nations system;

(*c*) One P-5 position for a Senior Military Adviser to ensure the Special Envoy is fully informed of the surrounding military and security issues and to provide advice on the ceasefire agreement and security-related aspects of the peace process, liaising with military components of MONUC, UNMIS and other relevant counterparts in the region;

(*d*) One P-4 position for a Legal Affairs Officer to provide legal advice to the Special Envoy on all aspects of the mandate, issues of constitutional and other national laws as they affect the political process, and all issues relating to the Juba peace process, the agreement on accountability and reconciliation and the implementation of the programme;

(*e*) One P-3 position for a Political Affairs Officer to assist the Head of Office in efforts to monitor and analyse developments in the country and the region related to the peace process and LRA activities;

(*f*) One Field Service position for an Administrative/Finance Officer to provide administrative and logistical support to the substantive office operations in cooperation with MONUC, UNMIS and the Department of Field Support;

(*g*) One General Service (Other level) position for an Administrative Assistant;

(*h*) Two positions (Local level) for an Administrative/Office Assistant and a Driver.

11. The Advisory Committee was informed that, given the resumption of the talks in January 2008, the positions of the Military Adviser and the Senior Political Adviser were currently being funded through the procedures for unforeseen and extraordinary expenses. **In order to support**

the efforts of the Special Envoy in facilitating the negotiations and supporting the implementation of the peace agreement during this critical phase, the Advisory Committee recommends the approval of the positions proposed for the Office of the Special Envoy of the Secretary-General.

3. Operational costs

12. Requirements for operational costs for 2008 are estimated at $1,065,500. The proposed resources include an amount of $241,900 for non-recurrent costs in order to provide for the acquisition of five 4x4 vehicles ($120,800); the acquisition of materiel under facilities and infrastructure, such as a generator, air-conditioning equipment, office furniture and equipment, and fire extinguishers ($75,000); information technology equipment ($27,600); and communications equipment ($18,500).

13. The Advisory Committee notes that the Special Envoy's Office in Kampala is hosted by the MONUC liaison office. A decision was made to co-locate with MONUC in Kampala to facilitate cooperation and for purposes of cost-effectiveness. The Unit of the Special Envoy in Juba is also located with UNMIS so as to lower expenses related to the premises and other equipment, such as IT equipment, office furniture and security.

14. The Advisory Committee also notes that the budget includes a provision of $293,800 for air transportation for the rental and related costs of fixed-wing aircraft. The Advisory Committee was informed that the rental of aircraft was necessary owing to the unreliability of commercial airline connections and the infrequency of flights in the subregion, which could disrupt the Special Envoy's ability to consult in a timely fashion.

15. **The Advisory Committee recommends acceptance of the Secretary-General's proposals for operational costs.**

III. United Nations Representative for the International Advisory and Monitoring Board

16. The Advisory Committee notes that the Security Council most recently extended the mandate of the International Advisory and Monitoring Board until 31 December 2008 (see Security Council resolution 1790 (2007) of 18 December 2007).

17. The resource requirements proposed for the United Nations Representative to the Board for the period from 1 January to 31 December 2008 are estimated at $64,600. This would provide for the official travel of the Special Representative of the Secretary-General and his alternates/advisers to the meetings of the Board ($42,600) and the resources for hosting one meeting in New York ($22,000) (ibid., para. 27). The Board is expected to hold three meetings in 2008 (Washington, D.C., Amman and New York).

18. The Advisory Committee was informed that the Controller would perform the functions of representative of the Secretary-General to the Board for 2008, which resulted in a decrease of $97,900 as compared to the resources approved for 2007. The Advisory Committee recalls that the requirements for 2007 provided for the salaries and common staff costs of the Representative of the Secretary-General on a when-actually-employed basis for a maximum of 80 days and of a Special Assistant (P-4 level) for six months in 2007 (A/61/640/Add.1, para. 22). **The Advisory Committee recommends approval of the resources proposed for the International Advisory and Monitoring Board.**

IV. United Nations Office of the Special Envoy of the Secretary-General for the future status process for Kosovo

A. Mandate and planned results

19. In paragraphs 28 to 38 of his report (A/62/512/Add.6), the Secretary-General provides information on the background, mandate, evolution and status of the activities of the Office of the Special Envoy of the Secretary-General of the United Nations for the future status process for Kosovo.

20. The Advisory Committee notes that the presentation contained in the Secretary-General's report has been overtaken by recent events, which occurred after the budget was prepared. The Advisory Committee notes that the Secretary-General had indicated that since it was unclear where the developments in the status process would lead, the Office intended to maintain a minimum number of staff for the period 1 January to 31 March 2008 to represent the United Nations in any talks, and would provide advice and clarification on the settlement proposal and/or on its elements as required, followed by one month for the liquidation of the mission (ibid., para. 38).

B. Resource requirements

21. The requirements for the Office of the Special Envoy of the Secretary-General of the United Nations for the future status process for Kosovo of $707,100 gross ($620,800 net), contained in the Secretary-General's report (ibid., para. 41), provide for a three-month operational budget for the period from 1 January to 31 March 2008 ($566,400) and a one-month liquidation budget for the period from 1 to 30 April 2008 ($54,400). The requirements for 2007 amounted to $6,727,700. The decrease of $6,106,900 in the resources proposed reflects the abbreviated period for operation and liquidation planned for 2008.

1. Civilian personnel

Positions	*Number*	*Level*
Approved initial positions for 2007	53	1 USG, 1 ASG, 4 D-1, 3 P-5, 4 P-4, 5 P-3, 19 FS, 16 GS
Vacant positions as at 29 February 2008	NA	
Proposed positions for 2008	11[a]	1 USG, 1 ASG, 2 D-1, 1 P-5, 1 P-4, 5 GS
New positions	—	—
Abolitions	42	2 D-1, 2 P-5, 3 P-4, 5 P-3, 19 FS, 11 GS
Redeployments	—	—
Reclassifications	—	—

[a] Three of these positions (1 P-5 and 2 GS (OL)) are expected to remain from 1 to 30 April 2008, as a mission liquidation team.

2. Comments and recommendations on positions

22. The proposed civilian personnel costs of $409,100, as compared to the amount of $4,680,400 approved for 2007, reflect the reduction of 42 positions to a total of 11 positions, shown in the table above, for the period from 1 January to 31 March 2008. Three of these positions (1 P-5 and 2 General Service (Other level) positions) are expected to remain for an additional one-month period, until 30 April 2008, to carry out the liquidation tasks of the mission. **The Advisory Committee recommends acceptance of the Secretary-General's proposals.**

3. Operational costs

23. The proposed requirements for operational costs of $211,700 reflect a decrease of $1,835,600 compared to the resources approved for 2007. This is mostly due to the reduction in the number of staff and operational resources required for the shorter period of operation and liquidation in 2008 that is now envisaged (see para. 21 above). The Advisory Committee sought clarification as to the requirements for air transportation ($11,500), and was informed that no trips have been made to Kosovo in January and February and none are planned in March, in the absence of further guidance from the Security Council on the way forward regarding Kosovo. The Advisory Committee was informed that two staff members of the Office were expected to visit Kosovo from 11 to 16 March to consult with the United Nations Interim Administration Mission in Kosovo on issues related to closure of the Office.

24. The Advisory Committee notes that in paragraph 33 of his report (A/62/512/Add.6), the Secretary-General indicates that the host country will continue to provide office accommodation until the Office ends its operations. The Advisory Committee was informed that the memorandum of understanding between the Office and the United Nations Office at Vienna/United Nations Office on Drugs and Crime is open-ended and, as such, valid until the Office ceases to exist.

25. **The Advisory Committee recommends approval of the Secretary-General's proposed resources for the operational costs of the Office of the Special Envoy of the Secretary-General of the United Nations for the future status process for Kosovo.**

V. United Nations Mission in Nepal

A. Mandate and planned results

26. The Advisory Committee recalls that, in its resolution 1740 (2007) of 23 January 2007, the Security Council decided to establish the United Nations Mission in Nepal (UNMIN) for a 12-month period; its mandate is described in paragraph 47 of the Secretary-General's report (ibid.). The Advisory Committee notes that developments in 2007 twice (in July and November) led to the postponement of the elections for the Constituent Assembly. However, an agreement signed on 23 December 2007, inter alia, set a new election date for 12 April 2008. The Secretary-General informed the Security Council of the request of the Government of Nepal for a six-month extension of the UNMIN mandate from 23 January 2008.[3] Subsequently, in its resolution 1796 (2008) of 23 January 2008, the Security Council decided to extend the mandate of UNMIN for six months.

27. Paragraphs 48 to 58 of the Secretary-General's report (ibid.) provide information on the Mission's activities, including areas of cooperation between UNMIN and the United Nations country team. The Advisory Committee also notes that the Department of Political Affairs provides substantive guidance to the Mission and the Department of Field Support provides it with operational support (ibid., para. 55).

28. The Advisory Committee notes the Secretary-General's indication that, given the UNMIN mandate, the outlook for the Mission is critically dependent on the timing of the Constituent Assembly election. If the election is held in April 2008, the electoral component of the Mission can be phased out by the end of the current mandate (July 2008). The duration of the other components of the Mission, notably the monitoring of arms and armed personnel, would have to be determined in consultation with the Government of Nepal (ibid., para. 58).

B. Resource requirements

29. The total resource requirements proposed for the United Nations Mission in Nepal from 1 January to 31 December 2008 are estimated at $60,018,500 gross ($56,414,500 net). In this connection, the Advisory Committee recalls that, in its resolution 62/238, the General Assembly included a provision of $16,117,800 to cover one month of regular operations and six months of liquidation activities for the Mission. However, given the decision in Security Council resolution

1796 (2008), the planning assumptions have been revised. The proposed budget in the Secretary-General's report (A/62/512/Add.6) includes resources of $43,933,600 for the maintenance of the Mission for a seven-month period from 1 January to 31 July 2008, to be followed by a five-month liquidation phase, between 1 August and 31 December 2008, for which resources are estimated at $12,480,900. Given the resources already approved for UNMIN in General Assembly resolution 62/238 ($16,117,800), the additional proposed requirements for the Mission would amount to $40,296,700.

30. The Advisory Committee was informed that the revised budget proposal incorporates lessons and experience derived from the operation of the Mission in 2007 and the Mission's accomplishments, as reflected in the nationalization of posts, the redeployment of posts to areas where staffing needs were initially underestimated, the consolidation of functions and the use of electoral consultants to provide short-term specialized advice to the Election Commission.

31. The resources proposed provide for the costs of military and police personnel ($3,092,000), including requirements related to 155 military arms monitors and 7 police advisers; civilian personnel costs ($25,476,700) relating to a staffing component of 887 civilian staff (263 international, 385 national and 239 United Nations Volunteers positions) and operational costs ($27,845,800). This reflects a net decrease of $32,407,500 compared to the resources approved for 2007, mostly related to reductions under operational costs ($31,870,200) and military and police personnel, offset by an increase under civilian personnel costs ($1,675,400).

1. Civilian personnel

Positions	*Number*	*Level*
Approved initial positions for 2007	918	1 USG, 1 ASG, 7 D-1, 16 P-5, 41 P-4, 102 P-3, 12 P-2, 91 FS, 258 UNV, 49 NO, 340 LL
Vacant positions as at 29 February 2008	159	3 D-1, 2 P-5, 14 P-4, 20 P-3, 2 P-2, 16 FS, 45 UNV, 2 NO, 55 LL
Proposed positions for 2008	887	1 USG, 1 ASG, 7 D-1, 16 P-5, 43 P-4, 83 P-3, 13 P-2, 99 FS, 239 UNV, 61 NO, 324 LL
New positions	15	1 P-4, 1 P-3, 1 P-2, 12 NO
Abolitions	46[a]	8 P-3, 3 FS, 19 UNV, 16 LL
Redeployments	33	3 FS, 28 LL, 2 UNV
Reclassifications	12	1 P-3 to P-4, 11 P-3 to FS

[a] All 887 positions will be gradually phased out by the end of 2008; substantive personnel will be repatriated after July 2008 and remaining administrative staff will be phased out during the liquidation period from 1 August to 31 December 2008.

2. Comments and recommendations on positions

32. The staffing costs of $25,476,700 proposed for 2008 reflect the proposed net decrease of 31 positions for the period from 1 January to 31 December 2008 (see table above). This includes the proposed addition of 15 positions (3 international and 12 national) (see paras. 33–37 below), offset by the proposal to abolish 46 positions (see table above). Two reclassifications are also proposed (see paras. 38 and 39 below) as well as several redeployments among sections, which are described in the Secretary-General's report (ibid.). The staffing table for UNMIN in the Secretary-General's report presents the proposed phased changes in the staffing component. The Advisory Committee notes that it is planned to phase out the substantive mission component by the end of July 2008 and that remaining administrative staff will gradually phase out during the liquidation period from 1 August to 31 December 2008. A vacancy factor of 20 per cent during the operational phase and of 10 per cent during the liquidation phase has been applied to the requirements for international staff. Vacancy factors of 15 and 20 per cent, respectively, have been applied to the provisions for national staff and for United Nations Volunteers.

33. **The Advisory Committee questions the request for new positions at this juncture, particularly given the vacancy situation shown in the table above and the length of time it normally takes to recruit personnel. The Advisory Committee also points out that elections are scheduled for mid-April, after which the Mission plans to completely phase out the substantive component by the end of July 2008.** The Advisory Committee was informed that the average recruitment time for a selected external candidate is approximately eight weeks from the day the programme manager receives the shortlist of recommended candidates, while the average recruitment time for a selected internal candidate is approximately five weeks. **Taking these observations into consideration, the Advisory Committee recommends that some of the new proposed positions be accommodated through redeployment and the flexible use of vacant positions.**

New positions

34. Two positions are proposed in the Office of the Special Representative of the Secretary-General for an Interpreter (P-2) and an HIV/AIDS Assistant (National Officer) (ibid., paras. 68 and 69). The Advisory Committee notes that the demand for translation has far exceeded what was anticipated in 2007 and that an international interpreter is requested in view of the sensitive issues handled in high-level consultations. **The Advisory Committee recognizes the need for a position (P-2) for an Interpreter as proposed by the Secretary-General and considers that the function should be provided from within existing capacity or through redeployment. The Advisory Committee is not convinced, however, that the additional HIV/AIDS Assistant position (National Officer) is required at this late stage of the Mission.**

35. A P-4 position is proposed in the Office of Political Affairs for a Joint Mission Analysis Cell Officer (ibid., para. 72). The Advisory Committee notes that the United Nations peacekeeping policy directives require mission budgets to provide for this function. However, the Advisory Committee was informed that these directives are discretionary, rather than mandatory, for special political missions. **The Advisory Committee recommends against approval of the Joint Mission Analysis Cell Officer position (P-4), given the timing of the proposal and the plan to repatriate substantive staff by the end of July 2008.**

36. Eleven positions (National Officers) are proposed in the Civil Affairs Office for 10 Outreach and Monitoring Officers and one Social Affairs Officer (ibid., paras. 76–79). The 10 Outreach and Monitoring Officer positions are proposed to be deployed between regional offices and headquarters to substitute for five international staff and five United Nations Volunteer positions that are proposed to be abolished, in line with the Mission's strategy to nationalize staff and build national capacity. **The Advisory Committee recommends approval of the 10 positions (National Officer) proposed for Outreach and Monitoring Officers to replace the existing international positions, in view of the importance of capacity-building, and of the position (National Officer) for the Social Affairs Officer, in view of its focus on national-level activities in connection with issues related to the peace process.**

37. A P-3position is proposed in the Medical Section for a Medical Officer (ibid., paras. 81 and 82). **In view of the lateness of the proposal and the plan to maintain the operational level of the Mission only until the end of July 2008, the Advisory Committee recommends against approval of this post. The functions should be provided for from within existing capacity.**

Reclassifications

38. A P-3 position for a Special Assistant in the Office of the Deputy Special Representative of the Secretary-General is proposed to be upgraded to the P-4 level (ibid., para. 70). The proposal is made on the basis of experience on the scale of responsibilities and the need for a requisite level of seniority to carry out the tasks involved, as well as experience acquired during the past year of operation. **The Advisory Committee has no objection to the proposed reclassification for the Special Assistant in the Office of the Deputy Special Representative of the Secretary-General.**

39. Eleven positions are proposed to be reclassified from the P-3 level to the Field Service level: one Claims Officer position in the Property Management Section (ibid., para. 83), five positions in the Logistics Support Centre (ibid., para. 91), five positions in the Safety and Security Section (ibid., para. 90). The Mission is proposing to convert these positions on the basis of mission experience and its conclusion that the functions are more appropriately performed by a Field Service staff member. **The Advisory Committee agrees with the proposal to reclassify these 11 positions to the Field Service level.**

3. Operational costs

40. The proposed requirements for operational costs for UNMIN for the period from 1 January to 31 December 2008 are estimated at $27,845,800. This reflects a decrease of $31,870,200 compared to the resources provided for 2007, mostly due to a reduction in requirements for equipment and materiel procured in 2007. The Advisory Committee notes, however, that the provision includes an amount of $942,200 for non-recurrent requirements. These are mostly connected to the proposed purchase of equipment under information technology ($659,400) and facilities and infrastructure ($166,000). The Advisory Committee was informed that unreliable power sources and frequent power outages in the Mission area caused the early breakdown of some equipment (desktops, monitors and laptops) that must now be replaced. **Based on the explanation provided, the Advisory Committee recommends approval of these resources and also recommends that steps be taken to minimize such risks in future.**

VI. United Nations Political Office for Somalia

A. Mandate and planned results

41. Paragraphs 92 to 113 of the Secretary-General's report (A/62/512/Add.6) provide background information on the situation in Somalia and the mandate of the United Nations Political Office for Somalia (UNPOS), as well as its current activities and interaction with the United Nations funds and programmes, specialized agencies and other entities. The Advisory Committee recalls that, in his letter dated 24 December 2007,[4] the Secretary-General informed the Security Council that he would assess further measures to assist UNPOS in fulfilling its enhanced role, including the possibility of relocation from Nairobi to Mogadishu and any security measures that might be necessary for such a move, as requested in Security Council resolution 1772 (2007) of 20 August 2007, and that, in this regard, he was preparing a revised budget that would be finalized in the first quarter of 2008. The President of the Security Council subsequently informed the Secretary-General[5] that the Council had taken note of the information and the intention expressed in his letter.

42. The Advisory Committee notes that, because of the security situation, UNPOS was not able to relocate to Somalia in 2007. Four of the five offices planned inside Somalia (Baidoa, Mogadishu, Kismaayo and Hargeysa) have been established, with the presence of one national staff in each. These offices will be strengthened incrementally. The Advisory Committee was informed that the Department of Safety and Security has been requested to assess the security situation in Somalia in order to allow for a phased relocation.

43. The Advisory Committee further notes that, in paragraph 1 of its resolution 1801 (2008) of 20 February 2008, the Security Council decided to renew the authorization of Member States of the African Union to maintain the African Union Mission in Somalia (AMISOM) for a further period of six months to carry out the mandate set out in paragraph 9 of Security Council resolution 1772 (2007). In paragraph 6 of its resolution 1801 (2008), the Security Council further indicated that it looked forward to receiving the Secretary-General's imminent report, including on specific options to strengthen the capability of UNPOS, to further support the full deployment of AMISOM and to prepare for the possible deployment of a United Nations peacekeeping force to succeed AMISOM. The Advisory Committee notes that the Secretary-General has responded to that request.[6]

B. Resource requirements

44. The Advisory Committee recalls that requirements for UNPOS for the period 1 January to 31 December 2008 were included in the Secretary-General's earlier report on the requirements for special political missions (A/62/512/Add.3). In view of the developments outlined above, the Secretary-General has submitted revised estimates for UNPOS for the period from 1 January to 31 December 2008 (see A/62/512/Add.6).

45. The Advisory Committee recalls that, in its resolution 62/238, the General Assembly included a provision of $7,841,600 for UNPOS for the period from 1 January to 31 December 2008 on the basis of the Secretary-General's proposals (see A/62/512/Add.3, and para. 41 above). The revised estimated requirements for UNPOS for the period from 1 January to 31 December 2008, as presented in the Secretary-General's report (A/62/512/Add.6), amount to $16,233,800 (an increase of $9,473,900 over the resources approved for 2007). Given the resources already approved in resolution 62/238, additional resources of $8,392,200 would be required.

46. The proposed revised resources for 2008 would provide for civilian personnel costs ($7,105,300), including a staffing component of 72 civilian staff (44 international and 28 national positions) and operational costs ($9,128,500).

1. Civilian personnel

Positions	*Number*	*Level*
Approved initial positions for 2007	39	1 USG, 1 D-1, 3 P-5, 5 P-4, 4 P-3, 6 FS, 4 GS (OL), 7 NO, 8 LL
Vacant positions as at 29 February 2008	7	1 D-1, 3 FS, 3 NO
Proposed positions for 2008	72	1 USG, 1 D-2, 1 D-1, 7 P-5, 9 P-4, 9 P-3, 12 FS, 4 GS (OL), 12 NO, 16 LL
New positions	32	4 P-5, 4 P-4, 5 P-3, 6 FS, 5 NO, 8 LL
Abolitions	—	—
Redeployments	—	—
Reclassifications	1	D-1 to D-2

2. Comments and recommendations on posts

47. The staffing costs of $7,105,300 provide for a staffing component of 72 positions (an increase of 32), including 44 international positions (28 Professional, 12 Field Service and 4 General Service) and of 28 national positions (12 National Officers and 16 Local level) (see paras. 48–57 below). One reclassification is also proposed (see para. 58 below). The Advisory Committee notes that the staffing costs provide for six months in Nairobi and six months in Mogadishu. The Advisory Committee was informed that the staffing requirements take into account vacancy factors of 4 per cent for international and 3 per cent for national staff for continuing posts, and vacancy factors of 20 per cent for international and 8 per cent for national staff for new posts.

New positions

48. Four positions (1 P-5, 1 P-3, 2 FS) in the Office of the Special Representative of the Secretary-General are proposed as follows:

(*a*) One P-5 position for a Legal Officer (ibid., para. 119);

(*b*) One Field Service position for a Legal/Administrative Assistant (ibid., para. 120);

(*c*) One P-3 position for a Public Information Officer (ibid., paras. 121 and 122);

(*d*) One Field Service position for a Close Protection Officer (ibid., para. 123).

49. Seven positions (1 D-1, 1 P-4, 2 P-3, 1 FS, 2 NO) in the Office of Political Affairs are proposed as follows (ibid., para. 125):

(*a*) One D-1 position for a Chief Political Affairs Officer;

(*b*) Five positions (1 P-4, 2 P-3, 2 NO) for Political Affairs Officers;

(*c*) One Field Service position for an Administrative Assistant.

50. Two positions (1 P-3, 1 NO) in the Disarmament, Demobilization and Reintegration Unit for Disarmament, Demobilization and Reintegration Officers are proposed (ibid., para. 126).

51. Two positions in the Human Rights Unit for a Senior Human Rights Officer (P-5) and a Human Rights Assistant (Local level) are proposed (ibid., paras. 127–129).

52. Two positions in the Humanitarian and Development Affairs Unit for a Senior Humanitarian and Development Officer (P-5) and a Humanitarian and Development Officer (National Officer) are proposed (ibid., paras. 130 and 131).

53. Two positions (1 P-4, 1 P-3) in the Civil Affairs and Electoral Unit are proposed (ibid., paras. 132 and 133).

54. Two positions (1 P-4, 1 NO) in the Gender Affairs Unit for Gender Advisers are proposed (ibid., paras. 134 and 135).

55. Eleven positions (1 P-5, 1 P-4, 3 FS, 6 LL) are proposed to strengthen the Administration of UNPOS in view of the staffing increases and enhanced mandate, as follows:

(*a*) One position (P-5) for a Senior Administrative Officer (ibid., para. 137);

(*b*) One position (Field Service) for a Communications Technician (ibid., para. 138);

(*c*) One position (Field Service) for a Security Officer (ibid., para. 139);

(*d*) Four positions (Local level) for Drivers (ibid., para. 142);

(*e*) Two positions (Local level) for Administrative Assistants (ibid., paras. 140 and 141);

(*f*) Two positions, a Chief Finance Officer (P-4) and a Cashier (Field Service), to establish a dedicated Finance Section (ibid., paras. 143–146). UNPOS currently relies on UNDP for the management of its funds. In order to reduce lags in the management and administration of its resources, it is proposed to establish a dedicated Finance Section. The two additional positions proposed would be combined with two existing Finance positions within Administration (1 P-3, 1 Field Service), as well as two Finance Assistants (Local level) positions, which would be accommodated through a change of functions (ibid., para. 146).

56. **The Advisory Committee notes the Secretary-General's view that recent developments in Somalia present a unique opportunity for the United Nations to provide enhanced political support to the peace process. The Advisory Committee, however, is equally aware of the complex security situation on the ground, which prevents UNPOS from relocating to Somalia at this time. Given the experience in 2007, it is therefore difficult to ascertain, at this point, when it will be possible for the Special Representative of the Secretary-General and his team to relocate from Nairobi to Somalia. As indicated in paragraph 42 above, the Department of Safety and Security has been requested to assess the security situation in Somalia, the outcome of which would be taken into account in the envisaged phased relocation. In this connection, the Advisory Committee stresses the need to ensure the safety and security of United Nations personnel and to ensure that conditions permit them to carry out their work. The Advisory Committee trusts that the structure of the Mission will be kept under review in the light of experience gained, and requests that the recruitment of new staff be evaluated in the context of the security situation in Somalia and that their deployment be based on operational requirements.**

57. **The Advisory Committee has no objection to the budgetary proposals of the Secretary-General. However, in view of the observations in paragraph 56 above, the Advisory Committee considers it unlikely that all the resources requested can be utilized. The Advisory Committee recommends that the Secretary-General provide directly to the General Assembly, at the time of its consideration of the Secretary-General's report, any updated information on the financial requirements for 2008, so as to enable the General Assembly to make a fully informed decision.**

Reclassification

58. The D-1 position of the Deputy Special Representative of the Secretary-General is proposed for reclassification to the D-2 level (ibid., para. 124). **Based on the justification provided in support of the proposed reclassification, the Advisory Committee recommends acceptance of the Secretary-General's proposal.**

3. Operational costs

59. The proposed requirements for operational costs for the period from 1 January to 31 December 2008 amount to $9,128,500. The Advisory Committee notes that this includes an amount of $2,695,400 for non-recurrent requirements. These are mostly related to requirements for communications equipment ($1,481,600) for the purchase of satellite and telephone equipment in order to establish a communications network in Somalia. Upon enquiry, the Advisory Committee was informed that the need for an improved communications network was based on security concerns whereby all movement of personnel must meet the Minimum Operational Security Standard. In addition, mobile networks are unreliable and the confidentiality of communication is important in that environment. A provision of $542,000 is also included for the acquisition of one sedan, two armoured vehicles and 12 4x4 vehicles to be used in Nairobi and Somalia, including related freight costs.

60. Resources of $1,953,200 are proposed for air transportation. The Advisory Committee was informed that there is no reliable or United Nations recognized commercial airline operating within or to and from Somalia, resulting in the need to use United Nations aircraft. In addition, it is foreseen that the Special Representative of the Secretary-General will be travelling at least twice a month to Somalia, mainly on short notice, and that, with the planned expansion of UNPOS, there will be an increase in staff travelling to and from Somalia. The costs of the rental of fixed-wing aircraft and related costs ($1,756,800) are estimated on the basis of the foreseen requirements of four flights per week to Somalia, at an average flight time of five hours per flight. **If UNPOS is eventually relocated to Somalia, however, the Advisory Committee expects that some savings could be realized.**

61. **The Advisory Committee recommends acceptance of the Secretary-General's proposal (see also para. 57 above).**

VII. Recommendation

62. **With regard to the Secretary-General's proposal for action to be taken by the General Assembly, as set out in paragraph 147 of his report (A/62/512/Add.6), the Advisory Committee recommends that:**

(*a*) **With regard to the additional requirements for the special political missions in the Secretary-General's report (ibid.), the General Assembly approve the resources requested by the Secretary-General, subject to its observations and recommendations as set out above. The Advisory Committee requests that the adjusted amount be provided to the General Assembly at the time of its consideration of the Secretary-General's proposals;**

(*b*) The General Assembly should take note that part of the additional requirements would be met from the balances of $17,322,800 in the overall provision for special political missions under section 3 (Political affairs) of the programme budget for the biennium 2008–2009;

(*c*) Taking into account the recommendations contained in paragraphs 62 (*a*) and (*b*) above, the General Assembly should appropriate the adjusted resources under section 3 (Political affairs) and under section 35 (Staff assessment), to be offset by a corresponding amount under income section 1 (Income from staff assessment) of the programme budget for the biennium 2008–2009.

Notes

[1] S/2007/719. See *Resolutions and Decisions of the Security Council, 1 August 2007–31 July 2008.*

[2] S/2007/720. See *Resolutions and Decisions of the Security Council, 1 August 2007–31 July 2008.*

[3] S/2007/789.

[4] S/2007/762. See *Resolutions and Decisions of the Security Council, 1 August 2007–31 July 2008.*

[5] S/2007/763. See *Resolutions and Decisions of the Security Council, 1 August 2007–31 July 2008.*

[6] See S/2008/178 and Corr.1 and 2.

Document A/62/7/Add.38

Thirty-ninth report

Revised estimates arising in respect of Security Council resolution 1800 (2008) on the appointment of additional ad litem judges at the International Tribunal for the Former Yugoslavia

[Original: English]
[24 June 2008]

1. The Advisory Committee on Administrative and Budgetary Questions considered the report of the Secretary-General on revised estimates arising in respect of Security Council resolution 1800 (2008) on the appointment of additional ad litem judges at the International Tribunal for the Former Yugoslavia (A/62/809). During its consideration of the report, the Advisory Committee met with the Registrar and other officials of the International Tribunal for the Former Yugoslavia, as well as with representatives of the Secretary-General, who provided additional information and clarification.

2. In its resolution 1800 (2008) of 20 February 2008, the Security Council decided that the Secretary-General might appoint, from within existing resources, additional ad litem judges upon request of the President of the International Tribunal in order to conduct additional trials, notwithstanding the fact that the total number of ad litem judges appointed to the Chambers would from time to time temporarily exceed the maximum of 12 provided for in article 12 (1) of the Statute of the International Tribunal, to a maximum of 16 at any one time, returning to a maximum of 12 by 31 December 2008. The Secretary-General states that, in October 2008, the number of ad litem judges is expected to revert to the statutory maximum of 12 judges. In connection with the appointment of four additional ad litem judges, the Secretary-General is requesting additional resources in the amount of $US 374,500, to be met from within the current appropriation for the biennium 2008–2009.

3. The Advisory Committee notes that the appointment of additional ad litem judges is intended to accelerate the Court's trial schedule. The Advisory Committee recalls the recent report of the President of the Tribunal to the Security Council,[1] in which he indicated that between 15 November 2007 and 15 May 2008, eight trials were in progress and five cases (six accused persons) were awaiting trial. The Advisory Committee was informed that, with the appointment of additional ad litem judges, the cases which are now in their pre-trial phases would be expected to be in trial by the end of the year. The Advisory Committee notes from the report of the Secretary-General that the early completion of first instance trial activity will allow the start of appeals proceedings earlier than anticipated and that the Secretary-General expects that all appeals for existing cases will be completed by the end of 2011.

4. The Advisory Committee notes that in paragraph 12 of his report, the Secretary-General indicates that shorter Tribunal operations would result in savings in the current cost of the Tribunal, which is approximately $12 million per month. **The Advisory Committee notes that the appointment of additional ad litem judges is a way to reduce the projected time frame for completion of the work of the Tribunal.**

5. In paragraph 15 (*b*) of his report, the Secretary-General indicates that the General Assembly may wish to request him to report on the implementation of Security Council resolution 1800 (2008) on the appointment of additional ad litem judges at the Tribunal in the context of the second performance report for the biennium 2008–2009. **In order to assess progress made, the Advisory Committee requests that information concerning the appointment of additional ad litem judges be submitted in the first performance report for the biennium 2008–2009.**

6. In its resolution 1800 (2008), the Security Council decided that the Secretary-General might appoint ad litem judges from within existing resources. The Advisory Committee notes from paragraph 11 of the report of the Secretary-General that while the Tribunal is not in a position to determine whether additional costs can be met from within the approved appropriation, every effort will be made to absorb the additional requirements within the current appropriation for the biennium 2008–2009. **The Advisory Committee expects that the appointment of additional ad litem judges will indeed be implemented from within existing resources, in accordance with Security Council resolution 1800 (2008). On that basis, the Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

Notes

[1] S/2008/326, annex I.

Document A/62/7/Add.39

Fortieth report

Administration of justice

[Original: English]
[25 June 2008]

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the administration of justice (A/62/782). During its consideration of the report, the Advisory Committee met with representatives of the Secretary-General. The Advisory Committee also met informally with members of the Staff Committee.

2. The Advisory Committee also had the following documents before it for information:

(*a*) A note by the Secretary-General entitled "Administration of justice: further information requested by the General Assembly" (A/62/748 and Corr.1), which was submitted in response to General Assembly decision 62/519 of 6 December 2007;

(*b*) A letter dated 29 April 2008 from the President of the General Assembly addressed to the Chairman of the Fifth Committee (A/C.5/62/27) transmitting a letter dated 24 April 2008 from the Chairman of the Ad Hoc Committee on the Administration of Justice at the United Nations, together with the coordinator's summary of the preliminary observations made in the informal consultations on the draft statute of the United Nations Dispute Tribunal and of the United Nations Appeals Tribunal.

3. The report of the Secretary-General (A/62/782) responds to the request by the General Assembly in its resolution 62/228 of 22 December 2007 for further information on:

(*a*) The scope of the new system of administration of justice, including information on the different categories of non-staff personnel, the dispute mechanisms available to them, the types of grievances made by those categories of staff and the bodies of law that are relevant to such claims (ibid., paras. 6–57);

(*b*) The jurisdiction and functions of the formal system, including grounds for appeal before the Appeals Tribunal, circumstances when a question would be decided by a panel of three Dispute Tribunal judges, conditions under which the Dispute Tribunal can refer pending cases to mediation, the allocation of cases to the Dispute Tribunal, compensation awarded by the tribunals and alternatives, and the role of the staff associations vis-à-vis the formal system of justice (ibid., paras. 58–81).

4. As indicated in paragraphs 3 and 4 of the report, a number of items on which the Secretary-General was requested to report have been included in the draft statutes of the Tribunals, which are contained in annexes I and II to the report. The Secretary-General intends to respond to a number of other requests contained in resolution 62/228 in his report to the General Assembly at its sixty-third session on the administration of justice, including issues related to the Office of Staff Legal Assistance, measures taken to address systemic issues, terms of reference for the Registries, revised terms of reference for the Ombudsman, possible options for delegation of authority for disciplinary measures, cost-sharing arrangements, mechanisms for the formal removal of judges and how information and communications technology can improve the system of administration of justice.

5. In its report of 25 October 2007 (document A/62/7/Add.7 in the present supplement), the Advisory Committee addressed a wide range of issues relating to the administration of justice, including the scope of the new system. **The Advisory Committee reiterates its recommendations in that regard.** In the paragraphs below, the Advisory Committee has therefore confined itself to commenting on the new proposals of the Secretary-General relating to arrangements for the transition from the current system to the new one.

6. In his report, the Secretary-General explains why he no longer considers that the most efficient and practical solution to address the pending cases filed with the current United Nations Administrative Tribunal would be to have the United Nations Appeals Tribunal play a dual role, by which it would also act as an administrative tribunal for those cases (ibid., para. 82). The Secretary-General sets out a new proposal to deal with the estimated 130 to 150 cases that it is projected will not be resolved in the current system by 1 January 2009 (ibid., paras. 83 and 85), the date on which the new system is to be introduced. The proposal entails the following:

(*a*) The transfer, as of 1 January 2009, of all cases pending in the current system – whether before the Joint Appeals Boards, the Joint Disciplinary Committees, the Disciplinary Committees or the United Nations Administrative Tribunal – to the United Nations Dispute Tribunal;

(*b*) The strengthening of the United Nations Dispute Tribunal for a period of one year (2009) by three ad litem judges and additional registry staffing, with a view to clearing the backlog. Nine additional temporary positions are proposed for the Registries as follows: one P-3, one P-2 and one General Service (Other level) for each of the Registries (New York, Geneva and Nairobi).

7. The Advisory Committee was informed that in the Secretary-General's view such arrangements would have a number of advantages. The United Nations Dispute Tribunal judges and ad litem judges would serve on a full-time basis, allowing them to address a larger number of cases than would the United Nations Appeals Tribunal, which would not sit on a full-time basis. Furthermore, the Secretary-General states that the caseload could be divided among the three Dispute Tribunal locations, thus ensuring that the burden of the backlog would not fall on a single body. Moreover, as indicated in paragraph 84 of the report, the United Nations Appeals Tribunal is unlikely to be in a position to consider cases until the middle of 2009, as its first session would be devoted to deciding on rules of procedure and other organizational matters.

8. The Secretary-General also reiterates his request that the General Assembly authorize the payment of an honorarium for those judgements to be completed by the United Nations Administrative Tribunal in 2008, in order to reduce the total number of cases that would need to be transferred to the new system. As indicated in the report of the Secretary-General (ibid., paras. 94 and 95), the members of the Tribunal – most of whom have professional obligations in addition to the Administrative Tribunal duties – have indicated their willingness to rearrange their schedules to take on additional cases, provided they receive remuneration. The Secretary-General estimates that this would enable the Tribunal to dispose of at least 90 cases in 2008, or approximately 25 more cases than are normally disposed of, as it would allow members to prepare cases between sessions.

9. Upon request, the Advisory Committee was provided with information concerning progress in clearing the backlog in the Joint Appeals Boards, the Joint Disciplinary Committees and the United Nations Administrative Tribunal, as well as the status of expenditure of resources provided for that purpose in the programme budget for the biennium 2008–2009 (see annex to the present document). The Advisory Committee was also informed that the Administrative Law Unit had closed 58 cases between January and June 2008 and that, without the additional resources, it is estimated that no more than 40 cases could have been closed. With regard to the Panel of Counsel, the Advisory Committee was informed that enhanced staffing had enabled the assignment of 61 cases to counsel in the period from January to May 2008, as compared with 25 cases for the corresponding period in 2007. The Advisory Committee was informed that the impact of the additional temporary resources provided for 2008 for the purpose of clearing the backlog had been tempered by the unusually large number of new cases that had been received in the first half of 2008.

10. The Secretary-General estimates the additional requirements relating to the proposed transitional measures at $US 1,729,100. The projected additional requirements are mainly attributable to the provision of general temporary assistance ($988,800) for nine positions (3 P-3, 3 P-2 and 3 General Service (Other level)) for 12 months for the Registries of the three duty stations; non-staff compensation in 2009 for three ad litem judges who would receive salary and allowances equivalent to the D-2 level ($510,700); and the provision of honorariums for the

Document A/62/7/Add.40

Forty-first report

Improving the effective and efficient delivery of the mandates of development-related activities and revised estimates under the programme budget for the biennium 2008–2009

[Original: English]
[15 July 2008]

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on development-related activities (A/62/708), submitted in response to General Assembly resolution 62/236 of 22 December 2007. In that resolution, recognizing the need for strengthening the development pillar of the United Nations Secretariat and the importance of strategic planning, the Assembly requested the Secretary-General to provide a comprehensive proposal at the first part of its resumed sixty-second session with a view to improving the effective and efficient delivery of the mandates of the development-related activities of the Secretariat, including the Department of Economic and Social Affairs, the United Nations Conference on Trade and Development (UNCTAD), the regional commissions and the Development Account (General Assembly resolution 62/236, para. 73).

2. During its consideration of the report of the Secretary-General, the Advisory Committee met with the Under-Secretary-General for Management, who introduced the report, as well as with other representatives of the Secretary-General. The Committee was informed that the Secretary-General's proposals had been elaborated under the guidance of the Deputy Secretary-General, who had led and coordinated the efforts of the departments/offices and the regional commissions involved in development-related activities. During its consideration of specific proposals under the various budget sections, the Committee also had the opportunity to interact, in person or by videoconference, with the relevant under secretaries-general concerned or executive secretaries and their staff.

3. The Advisory Committee recalls that, at the 2005 World Summit, world leaders reaffirmed their commitment to a strengthened United Nations and agreed to take action on a range of global challenges in the areas of development, peace and security, human rights and humanitarian action, as well as to move forward with United Nations management reform (see General Assembly resolution 60/1 of 16 September 2005). In this context, the Secretary-General proposed revised estimates under several sections (1, 2, 3, 11, 16, 23, 28A, 28C, 28D, 28E, 28F and 29) of the programme budget for the biennium 2006–2007 (A/60/537), but not under those sections related to development, and the General Assembly took action on those and other subsequent proposals submitted by the Secretary-General in response to resolution 60/1. The Committee also recalls the Secretary-General's initiatives on restructuring the Department of Peacekeeping Operations (see A/61/858 and Corr.1; A/61/937; and General Assembly resolution 61/279 of 29 June 2007) and strengthening the Department of Political Affairs (see A/62/521 and Corr.1; and document A/62/7/Add.32 in the present supplement). The General Assembly took action on the proposals for the Department of Peacekeeping Operations (resolution 61/279), while those relating to the Department of Political Affairs are currently before the Assembly.

4. In paragraphs 1 to 10 of his report (A/62/708), the Secretary-General sets out the context, scope and rationale underpinning his proposals for improving the effective and efficient delivery of the mandates of the development-related activities of the United Nations Secretariat. The Secretary-General emphasizes that the report should not be viewed as an isolated exercise, but as part of his broader effort to improve the capacity and functioning of the United Nations system.

He believes that there is a need for systematic efforts to scale up the capacity of the Organization to deliver its mandates and to respond effectively to new and emerging challenges in the three core areas of its work, namely, peace and security, development and human rights and humanitarian affairs.

5. The Secretary-General indicates that the United Nations system plays a critical role in shaping the broad development agenda and has emerged as the principal source of normative and analytical work on development and the chief provider of development cooperation. With the achievement of policy consensus on development goals through major United Nations conferences and the commitment of world leaders to the global partnership for development, the mandates and responsibilities of the Secretariat related to the development pillar have continued to grow. He also indicates that the resources devoted to development activities have eroded, owing in part to budgetary constraints. As a result, critical gaps have arisen which constrain the ability of the Secretariat to adequately undertake its mandated activities in a number of key areas and to respond effectively to new challenges. This imbalance between resources and mandates has been partially addressed through efforts to use resources more efficiently by restructuring and redeployment, as well as through improved intra-Secretariat coordination and collaboration, including through the Executive Committee on Economic and Social Affairs. While such efforts will continue, the Secretary-General indicates that the imbalance between responsibilities and resources can no longer be adequately addressed with such measures.

6. The Advisory Committee requested additional details on the evolution of the approved appropriations and staffing levels of the development-related budget sections over the past 10 years. These are provided in annexes I and II. As shown in table 1 below, the combined initial appropriation for the development-related sections of the regular budget went from $US 551 million in the biennium 1998–1999 to $744 million in the biennium 2008–2009. As a percentage of the total United Nations budget appropriation, it decreased from 21.8 per cent in the biennium 1998–1999 to 17.8 per cent in 2008–2009. Over the same period, the proportion of posts under these budget sections went down from 33.5 per cent to 28.9 per cent of the approved staffing for the Secretariat. Table 1 also reflects the proposed resources for the current biennium.

Table 1
Combined requirements for development-related sections of the regular budget

Initial appropriation	*Total United Nations*	*Development-related sections*[a]	*Percentage*
	United States dollars		
1998–1999	2 532 331 200	550 810 600	21.8
2008–2009	4 171 359 700	744 058 700	17.8
Proposal	4 196 930 700	765 358 000	18.2

Posts	*Total United Nations*	*Development-related sections*	*Percentage*
1998–1999	8 792	2 949	33.5
2008–2009	9 923	2 871	28.9
Proposal	9 998	3 021	30.2

[a] Includes sections 9, 10, 11, 12, 17 18, 19, 20 and 21. Does not include the share of costs for central support services for New York or Geneva-based offices, which are included under sections 28D and 28E respectively, or the share of costs under staff assessment.

7. The Secretary-General indicates that General Assembly resolution 62/236 provides him with an opportunity to address the critical gaps that have been identified in the following seven key areas, as detailed in paragraphs 13–30 of his report:

(*a*) Efforts to achieve the Millennium Development Goals;

(*b*) Economic development, trade and finance;

(*c*) South-South economic cooperation and integration;

(*d*) Gender and development;

(*e*) Environment, climate change and sustainable development;

(*f*) Regional dimensions of development;

(*g*) Support for intergovernmental processes.

8. Furthermore, the Secretary-General indicates that his proposal does not involve modifications to the existing logical frameworks under individual subprogrammes; rather, it is intended to strengthen further complementarity, interrelation and synergy between its components. Moreover, most of the proposed new activities are not presented in the form of final outputs, which would be done at a later stage and reported as appropriate in the programme performance report for the biennium 2008–2009. Upon enquiry, the Advisory Committee was informed that this was in accordance with rule 106.2 (*b*) of the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation.

9. The proposal of the Secretary-General involves strengthening capacities as well as carrying out some structural changes and limited redistribution of functions and resources. The Secretary-General indicates that efforts were made to ensure that the additional resources proposed provide direct programmatic support and avoid duplication. In this connection, the Advisory Committee notes that a majority of the posts proposed are at the Professional level (P-2 to P-5, National Professional Officers) and are intended to perform substantive activities.

10. **The Advisory recognizes that, between the date of the adoption by the General Assembly of resolution 62/236 in December 2007 and the issuance of the report in February 2008, the Secretary-General had limited time to prepare the report requested by the Assembly for its consideration at the first part of its resumed sixty-second session. As a result, in some areas the Advisory Committee finds the Secretary-General's report to be lacking in analysis and presentation of detailed information. However, upon request, the Advisory Committee was provided with additional information that facilitated a better understanding of the proposals. As pointed out in paragraphs 22 to 25 below, the Advisory Committee has identified certain areas in which the Secretary-General's report should have provided better clarification on the division of roles and coordination among respective departments and other entities charged with implementing development-related activities, such as the Department of Economic and Social Affairs, UNCTAD and the International Trade Centre UNCTAD/WTO, the regional commissions, as well as the funds and programmes. In addition, the Advisory Committee has pointed out a lack of clarity as to how the proposed organizational arrangements, especially those relating to the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and the Office of the Special Adviser on Africa, facilitate the effective implementation of mandated programmes and activities. The Advisory Committee is therefore recommending that the General Assembly request that the Secretary-General provide information on coordination issues in the context of the budget proposals for the biennium 2010–2011.**

Organizational adjustments

11. The Advisory Committee notes that the Secretary-General has undertaken an alignment of the organizational structures, bringing under the leadership of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States the functions currently separately entrusted to the Special Adviser to the Secretary-General on Africa for supporting implementation of the New Partnership for Africa's Development (NEPAD). According to the Secretary-General, such an organizational adjustment is intended, inter alia, to improve clarity and coherence of functions, reinforce advocacy and enable greater inter-agency coordination and donor contacts to mobilize support for the development of Africa, and to the least developed countries, landlocked developing countries and small island developing States. The Secretary-General further states that this approach would strengthen the Organization's ability to deliver results efficiently, while at the same time respecting the distinctive character of the programmes implemented by the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and the Office of the Special Adviser on Africa. As a result of this initiative, the Secretary-General is proposing that the post of Special Adviser to the Secretary-General on Africa and a General Service post (Other level) be discontinued and the related resources be reprogrammed to strengthen the Office.

12. The Advisory Committee also notes the proposed adjustments with respect to the division of labour between the Department of Economic and Social Affairs, the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and UNCTAD regarding the activities of these entities in support of least developed countries, landlocked developing countries and small island developing States. In particular, the Secretary-General has also designated the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States to serve as Special Representative to UNCTAD, placing under his leadership the UNCTAD Liaison Office in New York, as well as a focal point on all economic and social issues related to Africa at United Nations Headquarters. Furthermore, the Secretary-General has decided temporarily to lend the post of Deputy Secretary-General of UNCTAD (Assistant Secretary-General) to the United Nations Office at Geneva.

13. The Advisory Committee recalls that the development of Africa is one of the mandated priorities established by the General Assembly. In this connection, the General Assembly established the Office of the Special Adviser on Africa as the global advocate for and a mechanism to support NEPAD (see General Assembly resolutions 57/7 and 57/300 of 4 November and 20 December 2002 respectively). The Advisory Committee also recalls that at the Millennium Summit and the 2005 World Summit, the Assembly affirmed its commitment to effectively address the special needs of Africa and to place the continent on track to meet the Millennium Development Goals, with a view to enabling the continent to enter the mainstream of the world economy (see paras. 27 and 28 of Assembly resolution 55/2 of 8 September 2000 and para. 68 of its resolution 60/1 of 16 September 2005). On several occasions the General Assembly has also requested the Secretary-General to strengthen the Office of the Special Adviser on Africa (see para. 33 of Assembly resolution 60/222 of 23 December 2005 and para. 30 of resolution 61/229 of 22 December 2006). The Committee further notes that the Assembly has repeatedly called upon the Secretary-General to fill the position of the Special Adviser to the Secretary-General on Africa as a matter of priority (see para. 35 of Assembly resolution 62/179 and para. 83 of Assembly resolution 62/236 of 19 and 22 December 2007). In order to assess progress made to date in meeting the special needs of Africa, the Committee notes that in its resolution 62/242 of 4 March 2008 the General Assembly decided to convene a high-level meeting on 22 September 2008.

14. The Advisory Committee recalls that the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States is mandated by the General Assembly and the Economic and Social Council to follow up on the implementation of the programmes of action adopted at Brussels, Almaty and in Barbados, as well

as the Mauritius Strategy for the Further Implementation of the Programme of Action for the Sustainable Development of Small Island Developing States in order to address the special needs of the least developed countries, landlocked developing countries and small island developing States, as well as countries with economies in transition.

15. **The Advisory Committee points out that the organizational changes proposed for the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and the Office of the Special Adviser on Africa are inconsistent with the relevant decisions taken by the General Assembly. As presented in the report, the Secretary-General's initiative does not provide supporting analysis and rationale for the realignment of such a range of mandates and disparate functions. The Committee is concerned that the Secretary-General's initiative could undermine the required dedicated high-level attention necessary to ensure adequate advocacy and mobilization of international support to address the special needs of these groups of Member States.**

16. **Concerning the post of Assistant Secretary-General of UNCTAD, the Advisory Committee recalls that, in its resolution 62/236 (para. 84), the General Assembly noted with serious concern the decision of the Secretary-General to temporarily lend the post of Assistant Secretary-General from UNCTAD to the United Nations Office at Geneva and the adverse implications such a decision could have on programme delivery, and requested the Secretary-General to restore the post and to undertake urgent measures to fill it as a matter of priority. The Committee requested but did not receive information on the status of implementation of the Assembly's request. It therefore requests that such information be provided to the General Assembly when it considers the present report.**

17. **In its consideration of the Secretary-General's proposals under the relevant sections of the programme budget, the Advisory Committee has been guided by the mandates established by the General Assembly and has taken into account its comments and observations cited above.**

II. Proposed revised estimates under the programme budget for the biennium 2008–2009

A. General

18. The Secretary-General's proposals require additional post and non-post resources amounting to $25,571,000 gross ($23,224,300 net) for the 18-month period from 1 July 2008 to 31 December 2009, distributed among the following 12 budget sections: 9 (Economic and social affairs); 10 (Least developed countries, landlocked developing countries and small island developing States); 11 (United Nations support for the New Partnership for Africa's Development); 12 (Trade and development); 17 (Economic and social development in Africa); 18 (Economic and social development in Asia and the Pacific); 19 (Economic development in Europe); 20 (Economic and social development in Latin America and the Caribbean); and 21 (Economic and social development in Western Asia); 28D (Office of Central Support Services); 28E (Administration, Geneva); 35 (Staff assessment). The Committee notes that, in accordance with established procedures, the resource estimates for new posts are established on the basis of a 50 per cent vacancy rate for Professional and 35 per cent for General Service staff and National Officers. The full costs of the Secretary-General's proposals would therefore amount to $52,472,500. Table 2 provides a summary of the resource implications of the Secretary-General's proposals. A breakdown of the resources proposed by budget section is provided in annex III to the present document.

Table 2

Summary of resource implications of the Secretary-General's proposals on posts

Posts	*Total*	*Level*
Existing posts	3 626	1,591 Professional, 964 General Service and 1,071 other categories: 9 USG; 5 ASG; 27 D-2; 121 D-1; 293 P-5; 879 P-4/3; 257 P-2/1; 89 General Service (Principal Level); 875 General Service (Other level); 4 National Officer; 964 Local level; 3 Field Service; 100 Trades and Crafts
New posts requested	152	109 Professional, 4 General Service and 39 other categories: 5 D-1; 23 P-5; 44 P-4; 32 P-3; 5 P-2/1: 4 Other level; 22 National Officer; 17 Local level
Posts proposed to be abolished	2	1 USG, 1 Other Level

Resources	*(United States dollars)*
Approved resources 2008–2009[a]	1 535 258 500[a]
Additional resources	25 571 000
Delayed impact of posts	26 901 500
Full costs for a biennium	52 472 500

[a] Includes total approved resources for the biennium 2008–2009 for sections 9, 10, 11, 12, 17, 18, 19, 20, 21, 28D, 28E and 35.

19. Non-post resources total $9,729,700, reflecting an increase of 1.3 per cent over the resources approved for the biennium 2008–2009. A breakdown of non-post resources by object of expenditure is shown in table 3.

Table 3

Non-post resources by object of expenditure

(United States dollars)

Object of expenditure	*Initial appropriation*[a]	*Change*	*Revised estimate*[a]	*Percentage*
Other staff costs	16 699 000	446 900	17 145 900	2.7
Consultants and experts	15 776 100	1 804 000	17 580 100	11.4
Travel of representatives	3 115 100	—	3 115 100	0.0
Travel of staff	11 340 700	1 048 800	12 389 500	9.2
Contractual services	38 488 200	212 600	38 700 800	0.6
General operating expenses	170 231 200	2 491 300	172 722 500	1.5
Hospitality	239 500	—	239 500	0.0
Supplies and materials	13 136 800	156 700	13 293 500	1.2
Furniture and equipment	17 979 100	1 222 700	19 201 800	6.8
Grants and contributions	9 685 800	—	9 685 800	0.0
Other	461 366 000	2 346 700	463 712 700	0.5
Total	**758 057 500**	**9 729 700**	**767 787 200**	**1.3**

[a] Includes total approved resources for biennium 2008–2009 for sections 9, 10, 11, 12, 17, 18, 19, 20, 21, 28D, 28E and 35.

20. The above estimates are based on the assumption that the new posts proposed are to be effective from 1 July 2008. However, as noted above, the Secretary-General's proposals will not be reviewed by the General Assembly before the main part of its sixty-third session. **The Advisory Committee therefore recommends that the costing basis for the new posts approved, as well as the related non-post resources, be adjusted accordingly.**

21. In the paragraphs below, the Advisory Committee makes comments of a general nature on certain issues that cut across several sections.

Climate change

22. The Secretary-General is requesting 17 posts to deal with climate change issues, as follows: 1 P-5, 5 P-4 and 1 P-3 under section 9; 2 P-4 under section 11; 1 D-1 and 1 P-4 under section 12; 1 P-4 under section 19; 1 P-5, 2 P-3 and 1 P-2 under section 20; and 1 P-4 under section 21. The Advisory Committee requested clarifications on the role of the departments of the United Nations Secretariat in this regard as compared to the specialized agencies and other entities of the United Nations system dealing with the environment and climate issues. It was informed that the Secretary-General's report addresses the economic, social and environmental aspects of climate change, which are firmly rooted in the mandates on sustainable development. Upon enquiry, the Committee was also informed that this work does not duplicate that of other parts of the United Nations system, such as the secretariat of the United Nations Framework Convention on Climate Change, the United Nations Environment Programme (UNEP), the Intergovernmental Panel on Climate Change and the United Nations Development Programme (UNDP). These entities deal with different aspects of the issue, including scientific aspects, the global negotiating process and the environmental impact of climate change, as well as issues related to country-level technical assistance and increased financing for climate change mitigation and adaptation.

23. **The Advisory Committee is aware of the global and cross-cutting nature of climate change issues. It is nevertheless of the view that there is a need to ensure coherence in addressing this issue both within the Secretariat and within the United Nations system. Accordingly, the Advisory Committee recommends that the Secretary-General be requested to submit details on coordination mechanisms for ensuring a coherent approach in undertaking and implementing mandates related to climate change, both within the Secretariat and within the United Nations system in the context of the proposed programme budget for the biennium 2010–2011.**

Knowledge management

24. Resources for knowledge management are proposed under several budget sections to accomplish a variety of functions, such as establishing a knowledge management strategy, supporting knowledge networks, developing communities of practice or disseminating information. The Advisory Committee is aware that new tools (enterprise content management (ECM)) are in the process of being implemented in order to facilitate knowledge management, mainly for the substantive areas of the organization. As indicated by the Secretary-General in his report on the information and communications technology (ICT) strategy for the Secretariat, the Organization's knowledge management programme aims to provide the enabling policies, work processes, standards and technological tools for knowledge management activities, while departments and offices provide and own substantive content (see A/62/793 and Corr.1, paras. 20 and 56). **While the Advisory Committee believes that a more effective means of capturing and disseminating information is needed, it should not be assumed that additional capacity is required in order to use new technology. The Committee stresses the need to clearly define what knowledge management entails and to ensure that knowledge management standards and tools are harmonized within the Organization.**

Statistics

25. The strengthening of statistical functions is proposed across several sections. The Advisory Committee notes that the Secretary-General's proposals take into account Economic and Social

Council resolution 2006/6 of 24 July 2006, in which the Council affirmed that without a coordinated effort to enhance and sustain statistical capability in many developing countries and countries with economies in transition, effective monitoring of progress towards national as well as internationally agreed development goals, including the Millennium Development Goals, would be compromised. The Council called upon the United Nations system, including the United Nations Statistics Division and the regional commissions and international agencies, to support national efforts in building and strengthening national statistical capacity, especially in developing countries (see A/62/708, para. 100).

26. **The Advisory Committee recalls that supporting the global statistical system is one of the four core areas of work of the Department of Economic and Social Affairs (see A/62/7 and Corr.1, para. IV.7). It emphasizes that collaboration between the Department of Economic and Social Affairs and other parts of the Secretariat, such as UNCTAD and the regional commissions, as well as entities of the United Nations system, would allow the Organization to respond to demands from Member States more effectively and utilize existing capacity more efficiently.**

27. **The Advisory Committee recommends that the Secretary-General be requested to present, in the context of the proposed programme budget for the biennium 2010–2011, the arrangements for coordination in the area of statistics within the Secretariat and with outside entities. The Secretary-General should elaborate on the means by which the Department of Economic and Social Affairs can fully discharge its central role and provide guidance to the Organization in this area of work.**

B. Revised estimates by section

Section 9 (Economic and social affairs)

Table 4
Summary of requirements under section 9

Posts	*Number*	*Level*
Existing posts	537	1 Under-Secretary-General, 3 Assistant Secretary-General, 10 D-2, 34 D-1, 66 P-5, 88 P-4, 66 P-3, 48 P-2/1, 33 General Service (Principal Level), 188 General Service (Other level)
Proposed new posts	33	7 P-5, 20 P-4, 6 P-3
Total proposed posts	570	1 Under-Secretary-General, 3 Assistant Secretary-General, 10 D-2, 34 D-1, 73 P-5, 108 P-4, 72 P-3, 48 P-2/1, 33 General Service (Principal Level), 188 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	158 384 800
Additional resources	5 464 700 (Including 450 000 for consultants and 137 700 for staff travel)
Revised estimates	163 849 500

28. A summary of the specific proposals for the Department of Economic and Social Affairs is provided in paragraph 49 of the Secretary-General's report.

Executive direction and management

29. The Secretary-General indicates that there is a need to strengthen the strategic planning capacity in the economic and social fields in order to assist the entities of the Executive Committee on Economic and Social Affairs in building stronger collaboration and partnerships. The creation of a Strategic Planning Unit in the Office of the Under-Secretary-General is proposed to assist the Under-Secretary-General in coordinating department-wide activities in key cross-cutting issues, with a staffing establishment of five posts as follows:

(*a*) One P-5 Senior Programme Officer post, to function as Secretary for the Executive Committee on Economic and Social Affairs and to provide substantive support to the Under-Secretary-General as convener of the Executive Committee;

(*b*) One P-5 Senior Programme Officer to coordinate and lead the work of the Department and strengthen its capacity in the area of climate change;

(*c*) One P-5 Senior Programme Officer to coordinate the work of the Department in achieving the Millennium Development Goals and national development strategies;

(*d*) One P-5 Senior Programme Officer to coordinate the work of the Department on the relationship between development, conflict prevention, peacebuilding and post-conflict reconstruction;

(*e*) One P-4 Programme Officer to provide direct substantive support to the Under-Secretary-General and Assistant Secretaries-General in key policy development activities and senior United Nations management processes, and also serve as the Department's Policy Committee focal point.

30. With respect to the proposal to establish a P-5 post for the Secretary of the Executive Committee on Economic and Social Affairs, the Advisory Committee was informed that the Executive Committee does not have dedicated support capacity. **The Committee considers that the three additional P-5 Senior Programme Officer posts proposed in the policy planning unit should provide sufficient capacity to support the Under-Secretary-General. It therefore recommends that the functions of Secretary for the Executive Committee on Economic and Social Affairs be provided through general temporary assistance at the P-4 level for a period of 12 months. It further recommends that the Secretary-General be requested to demonstrate the impact of this function on improved coordination and to justify, if necessary, the continued requirements for this position in the context of the proposed programme budget for the biennium 2010–2011.**

31. The Advisory Committee recalls that, in its resolution 57/300, the General Assembly had endorsed Action 17 of the Secretary-General's report entitled "Strengthening of the United Nations: an agenda for further change" (A/57/387 and Corr.1), by which it was proposed to establish a policy planning unit in the Department of Economic and Social Affairs. The Committee sought clarifications as to why the unit had not yet been established. It was informed that the Department had attempted to perform the strategic planning functions using existing resources but that this had not proved to be feasible. **In view of the key role of the Department in the United Nations development agenda and the breadth of its subject areas and responsibilities, the Committee recognizes the need to strengthen the core management and strategic planning functions of the Department and recommends approval of the four posts (3 P-5 and 1 P-4) proposed for the Policy Planning Unit.**

Subprogramme 1 (Economic and Social Council support and coordination)

32. With paragraph 155 of the 2005 World Summit Outcome (General Assembly resolution 60/1), the General Assembly added new responsibilities to the Economic and Social Council, including the annual ministerial reviews of the implementation of the commitments and outcomes of the major United Nations conferences and summits and a biennial high-level Development Cooperation Forum. The Secretary-General proposes three additional posts to strengthen the

overall capacity of the Office for Economic and Social Council Support and Coordination to meet these new demands and to better support the Council:

(*a*) One P-4 Programme Officer in the Policy Coordination Branch to coordinate the preparation of analytical reports and the global assessments and evaluations of progress for the annual ministerial reviews;

(*b*) One P-4 Programme Officer in the Development Cooperation Policy Branch to direct preparations of the comprehensive statistical analysis of the financing of operational activities of the United Nations system and the statistical analysis contained in the analytical report for the Development Cooperation Forum;

(*c*) One P-4 Programme Officer in the Development Cooperation Policy Branch to coordinate the analytical preparations, as well as content management for the dedicated website for the Development Cooperation Forum.

The Advisory Committee recommends approval of the posts proposed under subprogramme 1.

Subprogramme 2 (Gender issues and the advancement of women)

33. The Secretary-General proposes five additional posts in the Office of the Special Adviser on Gender Issues and Advancement of Women to strengthen the delivery capacity of mandated activities relating to the monitoring implementation of Security Council resolution 1325 (2000) of 31 October 2000 on women, peace and security, and to meet the increased demand for advice on gender mainstreaming as follows:

(*a*) One P-4 and one P-3 Social Affairs Officer to support the Special Adviser on Gender Issues and Advancement of Women on gender mainstreaming issues;

(*b*) One P-5 Senior Social Affairs Officer in the area of women, peace and security to act as the programme leader responsible for monitoring implementation of Security Council resolution 1325 (2000);

(*c*) One P-4 Social Affairs Officer in the area of women, peace and security to prepare analytical materials and maintain liaison and partnerships with United Nations entities, regional organizations, civil society and women's associations and to monitor national implementation of Security Council resolution 1325 (2000);

(*d*) One P-4 Social Affairs Officer to support the work of the Focal Point for Women.

34. An additional two posts are proposed in the Division for the Advancement of Women to strengthen the delivery capacity of mandated activities, including the preparation of additional publications and technical materials as well as other resources in the areas of violence against women and women in development, as follows:

(*a*) One P-4 Economics Affairs Officer, to undertake research and analysis in the Gender Analysis Section, in the area of women in development;

(*b*) One P-3 Social Affairs Officer to strengthen the analytical capacity of the Women's Rights Section, in the area of violence against women.

35. As indicated by the Secretary-General in his report, this subprogramme is implemented by the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women. The Advisory Committee requested clarification on the need for two distinct entities under this subprogramme and on their respective roles and responsibilities. Upon enquiry, it was informed that the Division for the Advancement of Women is the Secretariat unit that provides substantive servicing to the Commission on the Status of Women, the Economic and Social Council and the General Assembly on issues related to gender equality and the advancement of women. The Office of the Special Adviser on Gender Issues and Advancement of Women was established by the Secretary-General in response to requests from the Member States contained in the Beijing Platform for Action to assume responsibility for coordination of policy within the United Nations for the implementation of the Platform for Action and for the

mainstreaming of a system-wide gender perspective in all activities of the United Nations, taking into account the mandates of the bodies concerned.

36. **The Advisory Committee considers that splitting responsibility for the subprogramme between the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women lacks clarity and does not provide clear leadership. Furthermore, it appears that the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women may address overlapping issues. The Committee questions whether the organizational structure is designed to optimize efficient utilization of its existing staffing component of 37 posts (1 ASG, 1 D-2, 3 D-1, 5 P-5, 5 P-4, 3 P-3, 5 P-2/1, 14 GS (Other level)). It believes that the impact of the activities of the subprogramme could be enhanced through a more focused and coherent approach, and that there is a need to review and streamline its organizational arrangements. The Committee recommends that the Secretary-General be requested to carry out such a review and to submit fully justified proposals for a new structure in the proposed programme budget for the biennium 2010–2011. Pending the outcome of the review, the Committee recommends against the posts proposed under subprogramme 2, except for one P-4 Social Affairs Officer for gender mainstreaming and one P-4 Social Affairs Officer in the area of women, peace and security in the Office of the Special Adviser on Gender Issues and Advancement of Women and one P-3 Social Affairs Officer in the area of violence against women in the Division for the Advancement of Women.**

Subprogramme 3 (Social policy and development)

37. It is proposed to strengthen the secretariat of the United Nations Permanent Forum on Indigenous Issues in order to provide more effective and efficient support for the implementation and monitoring of the recommendations of the Permanent Forum and of the internationally agreed development agenda, including the Millennium Development Goals. One P-4 Social Affairs Officer is proposed to carry out activities relating to technical cooperation and awareness-raising, as well as the preparation of analytical papers and coordination of the submission of information by Member States. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 4 (Sustainable development)

38. The Secretary-General proposes to enhance the Organization's capacity to respond to the needs of Member States with respect to the monitoring of progress made in meeting the internationally agreed goals and objectives in climate change, the Mauritius Strategy and the Johannesburg Plan of Implementation, and to fill gaps in the 10-year framework of programmes on sustainable consumption and production. The proposed additional requirements provide for four additional staff as follows:

(*a*) One P-4 Sustainable Development Officer in the Energy and Transport Branch to develop analytical tools and capacity for cleaner energy technologies, policy options and measures for developing countries, as well as to coordinate work on climate change, both within the Division for Sustainable Development and with other United Nations entities, to avoid duplication and ensure coherence in programme delivery;

(*b*) One P-3 Sustainable Development Officer in the Energy and Transport Branch to develop analytical capacity and methodologies for assessment of climate change-related risks and damages and appropriate adaptation strategies, including for small island developing States;

(*c*) One P-4 Sustainable Development Officer in the Water, Natural Resources and Small Island Developing States Branch to provide advisory services, data gathering, research, analysis, capacity-building, and support in the area of climate change and its impact on sustainable development of small island developing States and management of the country and regional data of the three small island developing States regions: the Atlantic, Indian Ocean, Mediterranean and South China Seas; the Caribbean; and the Pacific;

(*d*) One P-4 Sustainable Development Officer in the Policy Integration and Analysis Branch to provide analytical work and policy formulation support at this phase of the Marrakech Process on sustainable consumption and production.

The Committee recommends approval of the proposals under subprogramme 4.

Subprogramme 5 (Statistics)

39. The Statistics Division of the Department of Economic and Social Affairs is the focal point for the global statistical system, including the coordination of global statistical activities, capacity development programmes at country level, and the development of the global knowledge base for official statistics. The Division is requesting additional resources in order to respond to new demands for statistical services, such as the development of indicators relating to internationally agreed development goals, including the Millennium Development Goals, and the production of statistics on climate change, as well as new demands for geographical information. Four additional posts are proposed in the Office of the Director as follows:

(*a*) One P-4 Statistician to manage and develop the Division's Millennium Development Goals coordination programme;

(*b*) One P-4 Statistician responsible for the technical work of ensuring quality, accuracy and timeliness of databases, websites, metadata and platforms for national databases;

(*c*) One P-3 Statistician responsible for the methodological and analytical work related to internationally agreed development goals, including the Millennium Development Goals;

(*d*) One P-3 Statistician to work on improving collaboration at the international and national levels on spatial data requirements and developing technical guidelines for United Nations agencies and countries.

One additional P-4 Statistician post is proposed in the Environment and Energy Statistics Branch to manage and develop monitoring capacity in the emerging area of climate change. **The Advisory Committee recognizes the importance of strengthening statistical capacities in the Department of Economic and Social Affairs with a view to ensuring coherence throughout the United Nations system, as well as supporting Member States effectively (see paras. 26 and 27 above) and therefore recommends approval of these proposals.**

Subprogramme 6 (Population)

40. The subprogramme is providing support for a number of new activities in relation to international migration and development, as well as the elaboration of indicators regarding the Millennium Development Goals. Additional resources are requested to increase the capacity of the subprogramme for the production of estimates of international migration trends, compiling information to support policy decisions and providing advisory and support services. One additional P-4 Population Officer post is proposed in the Migration Section (A/62/708, paras. 110–112) to strengthen the capacity of the section to address the increasing workload of the subprogramme in the area of international migration and development. This includes, inter alia, carrying out assessments on progress made in achieving the internationally agreed goals and objectives for international migration and development as mandated by the Commission on Population and Development in its resolution 2006/2 of 10 May 2006, and strengthening support provided to the General Assembly's High-level Dialogue on International Migration and Development. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 7 (Development policy and analysis)

41. The Development Policy and Analysis Division is the main development research division of the United Nations Secretariat and has been entrusted with leadership in the newly established Millennium Development Goals Gap Task Force. Additional resources are requested to enhance the Division's role as regards monitoring of Millennium Development Goals and capacity-building in support of national development strategies, as well as to address new cross-cutting

areas such as climate change, conflict and post-conflict reconstruction. The Secretary-General proposes two additional posts as follows:

(*a*) One P-4 Economic Affairs Officer in the Office of the Director for strengthening capacity-building through the development and improvement of macro-micro modelling frameworks and their adaptation to specific country contexts;

(*b*) One P-4 Economic Affairs Officer in the Global Economic Monitoring Unit to address current gaps in the Unit's capacity to implement and maintain a revised and updated global modelling system and to analyse global policy issues.

The Advisory Committee recommends acceptance of the Economic Affairs Officer (P-4) in the Global Economic Monitoring Unit on the basis of the justifications provided by the Secretary-General. In view of the capacity that exists in the Development Policy and Analysis Division (27 Professional posts: 1 D-2; 3 D-1; 5 P-5; 13 P-4/3; 5 P-2/1), the Advisory Committee considers that there is scope for making adjustments to cover the functions of the other proposed post. Furthermore, the Advisory Committee is of the view that the regional commissions and UNCTAD also have some capacity to cover this area and recommends that efforts be made to intensify cooperation and coordination between the relevant offices. The Advisory Committee therefore recommends against the Economic Affairs Officer (P-4) in the Office of the Director.

Subprogramme 8 (Public administration and development management)

42. The Advisory Committee notes that it is proposed that one P-4 post be redeployed to subprogramme 9 (Sustainable forest management) following the refocusing of work of this subprogramme (see also para. 43 below).

Subprogramme 9 (Sustainable forest management)

43. This subprogramme has a new role as regards facilitating the implementation of General Assembly resolution 62/98 of 17 December 2007 on the non-legally binding instrument concerning all types of forests as well as the multi-year programme of work of the United Nations Forum on Forests for the period 2007–2015. Two additional posts are proposed for the secretariat of the United Nations Forum on Forests as follows:

(*a*) One P-5 Senior Forest Affairs Officer, responsible for the implementation and coordination of activities related to the implementation of the non-legally binding instrument on all types of forests, as well as for servicing the Bureau of the Forum and to act as the contact person for bilateral collaborative activities with the Asia Forest Partnership, the International Tropical Timber Organization, the World Bank and the Global Environment Facility;

(*b*) One P-4 Forest Affairs Officer, proposed to be met through redeployment from subprogramme 8, for managing and coordinating subregional and regional inputs for the regular sessions of the Forum.

The Advisory Committee has no objection to the inward redeployment of the P-4 post to provide for a Forest Affairs Officer from subprogramme 8 (see para. 42 above). It recommends approval of the other proposal under subprogramme 9 for a P-5 Senior Forest Affairs Officer.

Subprogramme 10 (Financing for development)

44. The workload of the subprogramme has been increasing as a result of new developments in relation to the Follow-up International Conference on Financing for Development to Review the Implementation of the Monterrey Consensus, to be held in Doha at the end of November 2008, as well as the emergence and expansion of new substantive areas in financing for development and repeated calls by the General Assembly for enhancing the effectiveness of the follow-up process of the Monterrey Consensus. Additional resources are requested to address this additional workload as well as to increase the Office's capacity to monitor, evaluate and provide the United

Nations with recommendations on the various actual and potential initiatives in the area of innovative finance. One P-4 Economics Affairs Officer is proposed in the Policy Analysis and Development Branch to strengthen the preparation of analytical reports on the implementation of the Monterrey Consensus by including the analysis of new and emerging areas in financing for development, namely innovative sources of finance, including financing required to address climate change. **The Advisory Committee recommends approval of this proposal.**

Programme support

45. The establishment of a new, dedicated Development Account Programme Management Unit is proposed to be established to strengthen the effective delivery of programme activities funded from the Development Account. Background on this proposal is provided in paragraphs 153 to 155 of the Secretary-General's report (A/62/708). The Secretary-General states that the proposed additional resources dedicated to management and oversight activities will lead to specific improvements in three areas: (*a*) enhanced monitoring, evaluation and impact assessment; (*b*) enhanced information-sharing and transparency (website and newsletter) to facilitate management, oversight and learning lessons; and (*c*) enhanced coordination with other programmes involved in capacity-building in the context of the United Nations development agenda to explore possible synergies and avoid duplication of effort. The following additional posts are proposed for this purpose:

(*a*) One P-5 Senior Programme Officer to head the Unit;

(*b*) One P-4 Programme Evaluation Officer, to provide monitoring and evaluation support to the Development Account.

The Advisory Committee recommends acceptance of the proposals under Programme support. It also recommends that the Secretary-General be requested to carry out a comprehensive assessment of the activities of the Unit and its actual impact on the delivery of programme activities funded from the Development Account, and to report thereon in the context of the programme performance report.

46. Existing posts in the Communications and Information Management Service are heavily concentrated on technical functions related to information technology and information management. It is proposed to strengthen support to the communications and publications programme of the Department as effort to promote its coherence and integration. An additional P-3 Communications and Publications Officer post is proposed in the Communications and Information Management Service, dedicated to communications, public information and publications for all substantive divisions. **The Advisory Committee recommends against the P-3 post proposed for a Communications and Publications Officer in view of the existing capacity in the Communications and Information Management Service (10 posts: 1 D-1; 1 P-5; 2 P-4/3; 3 P-2/1; 2 General Service (Principal level); 1 General Service (Other level)).**

Section 10 (Least developed countries, landlocked developing countries and small island developing States)

Table 5
Summary of requirements under section 10

Posts	*Number*	*Level*
Existing posts	15	1 Under-Secretary-General, 1 D-2, 1 D-1, 3 P-5, 2 P-4, 2 P-3, 1 P-2/1, 4 General Service (Other level)
Proposed new posts	5	3 P-4, 1 P-3, General Service (Other level)
Total proposed posts	20	1 Under-Secretary-General, 1 D-2, 1 D-1, 3 P-5, 5 P-4, 3 P-3, 1 P-2/1, 5 General Service (Other level)

Resources	(United States dollars)
Initial appropriation	5 440 400
Additional resources	630 700

47. In paragraph 78 of its resolution 62/236, the General Assembly requested the Secretary-General to mobilize adequate resources from all sources to support the mandates related to the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States.

Subprogramme 1 (Least developed countries)

48. The Least Developed Countries Unit is responsible for the social, economic and environmental components of sustainable development under the Programme of Action for the Least Developed Countries for the Decade 2001–2010. Three additional posts are requested to ensure stronger and effective implementation of the Programme of Action as follows:

(*a*) One P-4 Economic Programme Officer to monitor the implementation of the Programme of Action for the Least Developed Countries for the Decade 2001–2010, assess the socio-economic performance of least developed countries against the international development goals, including the Millennium Development Goals, contained in the Programme, and undertake research and analysis of development trends in least developed countries;

(*b*) One P-3 Social Affairs Officer to act as a focal point for country-level implementation of the Programme of Action, provide support to the national focal points and backstop the United Nations resident coordinators in least developed countries in the implementation of the Programme of Action;

(*c*) One General Service (Other level) responsible for the improvement of statistical data used for monitoring the Brussels Programme of Action and the preparation of statistical tables, charts and graphs.

The Advisory Committee recommends approval of the proposals under subprogramme 1.

Subprogramme 2 (Landlocked developing countries)

49. With the adoption of the Almaty Programme of Action, the responsibilities of the Landlocked Developing Countries Unit have increased to include systematic monitoring and reporting on the implementation of this programme and coordination of the preparatory process of the midterm review of the Programme of Action in 2008. One additional post is requested for a P-4 Programme Officer, who will be responsible for policy development, coordination, monitoring, reporting and mobilization of international support measures in favour of landlocked developing countries, with special focus on promoting cooperative arrangements and coordination mechanisms between landlocked and transit developing countries at the bilateral, subregional and international levels with the support of the donor community. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 3 (Small island developing States)

50. The Small Island Developing States Unit supports the coordinated follow-up of the Barbados Programme of Action for the Sustainable Development of Small Island Developing States and the Mauritius Strategy, and undertakes advocacy work in favour of the small island developing States. It is proposed to strengthen the Unit's capacity to support the implementation of the Barbados Programme of Action through the establishment of one P-4 post for a Programme Officer who will act as the Chief of Unit and serve as the focal point in the subprogramme for all issues related to small island developing States. **The Advisory Committee recommends approval of this proposal.**

Section 11 (United Nations support for the New Partnership for Africa's Development)

Table 6
Summary of requirements under section 11

Posts	*Number*	*Level*
Existing posts	33	1 Under-Secretary-General, 1 D-2, 2 D-1, 4 P-5, 6 P-4, 8 P-3, 1 General Service (Principal level), 9 General Service (Other level), 1 Local level
Proposed new posts	5	2 P-5, 1 P-4, 2 P-3
Redeployment	1	1 P-4 redeployment
Abolition	2	1 Under-Secretary-General, 1 General Service (Other level)
Total proposed posts	36	1 D-2, 2 D-1, 6 P-5, 7 P-4, 10 P-3, 1 General Service (Principal level), 8 General Service (Other level), 1 Local level

Resources	*(United States dollars)*
Initial appropriation	11 641 900
Additional resources	310 900 (Including 191,000 for consultants and 75,000 for travel of staff)

Subprogramme 1 (Coordination of global advocacy of and support for the New Partnership for Africa's Development)

51. The Office of the Special Adviser on Africa is mandated to be a global advocate for the New Partnership for Africa's Development (NEPAD) and a centre for policy analysis and reporting in relation to the special needs of Africa. With the realignment of the Office of the Special Adviser on Africa and the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States under the same leadership (see para. 11 above), it is proposed to strengthen the subprogramme's analytical, coordination, advocacy and resource mobilization capabilities and to reconfigure the Office as follows:

(*a*) Abolition of the existing Under-Secretary-General post and one General Service (Other level) post in the Office;

(*b*) Redeployment of the existing P-4 post in the Office to accommodate one additional P-4 Policy and Research Officer post;

(*c*) Addition of two Senior Officers (P-5) to assist the Office in its role as convener of the advocacy and communications cluster within the regional consultation meeting, liaise with the African Union, NEPAD, the Economic Commission for Africa (ECA) and other partners, raise the profile of the office and manage public information activities, as well as to coordinate with high-level officials within the United Nations Secretariat, service intergovernmental bodies and internal task forces, and advise senior management on policy, organizational and administrative issues;

(*d*) Addition of two Policy and Research Officers (P-4) to develop policy on Africa issues, especially in relation to climate change, and to monitor the impact of free trade arrangements and other economic developments affecting Africa, as well as to examine and assess the growing role of new and emerging development partners of Africa;

(*e*) Addition of two Programme Officers (P-3) to support the Office in conducting the strategic review process of the 1998 report on the causes of conflict by providing assistance and coordination to the consultations, analyse the socio-economic impact of post-conflict peacebuilding strategies in Africa, support the implementation of the declaration on enhancing United Nations-African Union cooperation, prepare reports and liaise with partners.

The Advisory Committee recommends approval of the posts for two Senior Officers (P-5), one Policy and Research Officer (P-4) and two Programme Officers (P-3) and the Secretary-General's proposal to redeploy an existing P-4 post in the Office to accommodate one additional P-4 Policy and Research Officer post. Concerning the proposal of the Secretary-General to abolish the post of the Special Adviser to the Secretary-General on Africa and one General Service (Other level) post, the Advisory Committee recalls that in its resolution 62/236 the General Assembly approved these posts as part of the staffing table of the Office of the Special Adviser on Africa for the biennium 2008–2009. In the light of its comments and observations in paragraphs 11, 13 and 15 above, the Advisory Committee considers that the abolition of this post is a matter to be decided by the Assembly.

Section 12 (Trade and development)

Table 7
Summary of requirements under section 12

Posts	*Number*	*Level*
Existing posts	391	1 Under-Secretary-General, 1 Assistant Secretary-General, 6 D-2, 17 D-1, 46 P-5, 56 P-4, 72 P-3, 32 P-2/1, 12 General Service (Principal level), 148 General Service (Other level)
Proposed new posts	22	3 D-1, 3 P-5, 9 P-4, 2 P-3, 2 P-2/1, 3 General Service (Other level)
Total proposed posts	413	1 Under-Secretary-General, 1 Assistant Secretary-General, 6 D-2, 20 D-1, 49 P-5, 65 P-4, 74 P-3, 34 P-2/1, 12 General Service (Principal level), 151 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	123 746 100
Additional resources	3 712 300 (Including 337,800 for consultants and 192,700 for staff travel)

52. The Advisory Committee notes that since the Secretary-General's report was issued, the United Nations Conference on Trade and Development at its twelfth session (UNCTAD XII), held in Accra from 20 to 25 April 2008, adopted the Accra Declaration and the Accra Accord identifying challenges and opportunities of globalization for development as well as a four-year work plan. The Declaration indicates that the outcome of the Conference will also inform forthcoming major events on development, including the Development Cooperation Forum of the Economic and Social Council, the Accra High-level Forum on Aid Effectiveness, the high-level event on the Millennium Development Goals during the sixty-second session of the General Assembly, and the Financing for Development Review Conference, as well as other relevant initiatives on development. The Advisory Committee was informed that the departments concerned had taken into account the negotiations going on at that time among Member States in preparing for the twelfth session of UNCTAD and had, to the extent possible, incorporated into their proposals the prevailing views expressed by Member States. **Since the Secretary-General's proposals on development activities are to be considered by the General Assembly at the main part of its sixty-third session, the Advisory Committee requests that the Secretary-General provide the Assembly at that time with an update on the impact of the Accra Accord on his proposals, particularly with respect to staffing structure and requirements.**

53. The Secretary-General indicates in paragraph 211 of his report that UNCTAD finds itself unable to respond to requests for policy assistance and many emerging issues in a satisfactory manner within the resources allocated for established programmes and activities. The Advisory Committee requested additional information on the increase in requests of developing countries and the UNCTAD rate of response, which is summarized in table 8 below.

Table 8
Summary of the UNCTAD rate of response to requests of developing countries

Subject area	*Period*	*Requests received*	*Completed/ ongoing*	*Outstanding requests*
Economic cooperation and integration among developing countries	2006–2007	30	14	16
Non-tariff barriers	2005–2007	50	15	35
Development impact of investment	Since June 2004	10	—	10
Best practice in investment and enterprise	2006–2007	35	3	32
Trade, environment and development		17	6	11

Subprogramme 1 (Globalization, interdependence and development)

54. The subprogramme's development objective is to assist developing countries, in particular the least developed countries, and countries with economies in transition, to formulate and implement development strategies in support of their integration into the global economy.

55. The Secretary-General proposes the establishment of a new unit in the Division on Globalization and Development Strategies dedicated to economic cooperation and integration among developing countries, which will focus on improved systematic monitoring and analysis, and compilation and publication of empirical and statistical information on economic cooperation and integration among developing countries. Twelve additional posts are proposed for the staffing of the unit as follows:

(*a*) One D-1 Principal Economist to head the new unit for economic cooperation and integration among developing countries in promoting development;

(*b*) One P-5 Senior Economist, one P-4 Economist and one P-3 Economist to develop best practices, identify policy options, and promote strategies for economic cooperation and integration among developing countries;

(*c*) One P-5 Senior Economist, two P-4 Economists and one P-3 Officer for analytical policy dialogue, advisory assistance and capacity-building aimed at strengthening regional and interregional integration among developing countries;

(*d*) Two P-2 Associate Economists to support the development and maintenance of databases on South-South trade;

(*e*) Two General Service (Other level) for support services.

The Advisory Committee recognizes the importance of economic cooperation and integration among developing countries in achieving development goals, as well as the wide array of mandates and activities that must be undertaken for the implementation of this subprogramme. Bearing in mind the timing of the consideration of the Secretary-General's proposals by the General Assembly as well as the fact that the Unit will have to be staffed and become operational, the Committee recommends approval of the posts requested for the establishment of the new unit, except for 1 P-5 Senior Economist, 1 P-4 Economist and 1 P-2 Associate Economist. The number and level of any additional posts requested in the next budget submission should be fully justified and supported with a detailed analysis of the gaps, if any, to be filled. The Committee is of the view that UNCTAD should seek synergies through increased cooperation and collaboration in this field with the International Trade Centre UNCTAD/WTO as well as with the regional commissions.

Subprogramme 2 (Investment, enterprise and technology)

56. The Secretary-General's proposal aims to strengthen the capacity of the subprogramme to evaluate the development impact of foreign direct investment, provide policy advice to countries in need of it, examine policy options for developing countries and countries with economies in transition, conduct case studies and provide country-specific assistance. Two additional posts are requested for the Division on Investment, Technology and Enterprise Development as follows:

(*a*) One P-5 Senior Economic Affairs Officer to complement the existing research capacity and lead work on assessing the development impact of foreign direct investment in the new global economic environment, as well as to provide policy advice and assistance to developing countries in formulating and implementing more effective and development-oriented investment policies;

(*b*) One P-4 Officer to undertake policy analysis and to respond to increased demand for more effective and diverse assistance in this area.

The Advisory Committee recognizes the need for strengthening capacity under this subprogramme and recommends approval of the Secretary-General's proposals.

Subprogramme 3 (International trade)

57. The Secretary-General's proposal aims to strengthen the capacity of developing countries to address important issues related to trade, the environment and development, thus enabling them to take advantage of emerging opportunities for trade and sustainable development. An additional four posts are requested for the Division on International Trade in Goods and Services, and Commodities as follows:

(*a*) One D-1 Principal Economist Senior Officer to manage and consolidate the work within the two sections of the Trade, Environment, Climate Change and Sustainable Development Branch so as to enhance its impact and outreach to Member States;

(*b*) One P-4 Economist in the Biodiversity and Climate Change Section to meet growing demands from developing countries for support in addressing biodiversity issues and in dealing with trade and development implications of climate change, including assessing opportunities in biofuels;

(*c*) One P-4 Economist to carry out research and analysis, provide advisory services and to service intergovernmental deliberations and consensus-building on emerging trade and development opportunities and challenges relating to biodiversity and climate change;

(*d*) One P-4 Economist to carry out research and analysis, and service intergovernmental deliberations and consensus-building on non-tariff barriers. The officer will also provide substantive support to the work of the Multi-Agency Support Team on Non-tariff Barriers, convened by UNCTAD.

The Advisory Committee recognizes the need for increased capacity to meet growing demand from developing countries. It recommends approval of the D-1 Principal Economist Senior Officer post and two of the three proposed P-4 Economist posts.

Subprogramme 5 (Africa, least developed countries and special programmes)

58. The Secretary-General's proposal aims to increase the research capacity of the Division for Africa, Least Developed Countries and Special Programmes to examine the causes of decline in the share of the least developed countries in world trade and the linkages between trade, growth and poverty reduction with a view to identifying long-term solutions, in order to respond to requests made by Member States at the eleventh session of UNCTAD (UNCTAD XI) in 2004. He proposes to establish a research unit on trade and poverty in the Division with a staffing of four posts, as follows:

(*a*) One D-1 Officer to lead the new research unit on trade and poverty and to guide and coordinate all research activities on the interlinkages between trade and poverty;

(*b*) One P-4 Research Economist to monitor developments in trade and investment relations between the world economy and the least developed countries and Africa;

(*c*) One P-4 Research Economist to carry out research on the global incidence of poverty and the implications of global income inequality and global interdependence;

(*d*) One General Service (Other level) Secretary to provide administrative support to the Unit.

59. Upon enquiry, the Advisory Committee received clarifications regarding the distinct functions of the UNCTAD subprogramme on Africa as compared to other United Nations entities, in particular the Economic Commission for Africa (ECA). According to the Secretary-General, the role of UNCTAD is centred on building consensus on Africa's development challenges at the global level and on assisting in the mobilization of international measures of support in favour of African countries. The work of ECA focuses on regional perspectives, especially on the analysis of socio-economic trends and political developments on the continent. However, UNCTAD and ECA staff cooperate closely and exchange information on a regular basis. **The Advisory Committee recommends approval of the resources requested under subprogramme 5. It also recommends that the Secretary-General be requested to examine the efficiency and effectiveness of ongoing cooperation between these two entities and to report thereon in the context of the proposed programme budget for the biennium 2010–2011.**

Section 17A (Economic and social development in Africa)

Table 9
Summary of requirements under section 17A

Posts	*Number*	*Level*
Existing posts	540	1 Under-Secretary-General, 1 D-2, 16 D-1, 41 P-5, 70 P-4, 74 P-3, 29 P-2/1, 304 Local level, 2 General Service (Other level), 2 Field Service
Proposed new posts	25	3 P-5, 2 P-4, 2 P-3, 18 National Officers
Total proposed posts	565	1 USG, 1 D-2, 16 D-1, 44 P-5, 72 P-4, 76 P-3, 29 P-2/1, 304 Local level, 2 General Service (Other level), 2 Field Service, 18 National Officers

Resources	*(United States dollars)*
Initial appropriation	119 798 200
Additional resources	2 721 400 (Including 390,200 for consultants and 408,400 for staff travel)

Executive direction and management

60. The Secretary-General is proposing additional resources to provide oversight and to coordinate the effective implementation of the ECA knowledge management strategy introduced in 2006 as part of its repositioning exercise. The knowledge management strategy aims to create, share and disseminate knowledge in Africa, create communities of practice and knowledge networks on substantive issues between ECA and its subregional offices, and other partners both within and outside the United Nations system, including African Member States, regional economic communities and United Nations country teams. One P-5 post for a Knowledge Management Coordinator is proposed in the Office of the Executive Secretary to, inter alia, develop the strategic plan for technology support and capacity-building in collaboration with

knowledge management programme managers and subregional offices. **The Advisory Committee is aware that effective creation and sharing of knowledge is key to supporting programme implementation. It therefore recommends approval of the P-5 post, while emphasizing the importance of aligning the ECA knowledge management strategy with that of the organization-wide initiatives being developed under the leadership of the Chief Information Technology Officer (see para. 24 above).**

61. Two National Officer posts are proposed in the Office of Strategic Planning and Programme Management to carry out functions related, inter alia, to the preparation and review of the ECA budget proposal, and analysis of data for cost estimates and budget proposals. **The Advisory Committee recommends approval of these proposals.**

Subprogramme 7 (Subregional activities for development)

62. The Secretary-General proposes to strengthen the subregional offices of ECA in North Africa, West Africa, Central Africa, East Africa and Southern Africa, as part of the repositioning exercise initiated in 2006. This aims to achieve a significant shift in the work of the subregional offices, from analytical to operational work. The Secretary-General points out that, despite additional capacity approved for this activity in the initial appropriation for the biennium 2008–2009, the ECA subregional offices continue to lack adequate capacity and operational resources and are not able to fulfil their broader responsibilities by expanding their activities throughout all the countries of their respective subregions.

63. The additional resources proposed are to be directed towards increased operational activities in the subregional offices, such as developing and supporting communities of practice, promoting knowledge management networks, participating actively in the formulation of key country and subregional programmes and implementing programmes in partnership with regional economic communities. Thirteen additional posts are requested as follows:

(*a*) Five National Officer posts for a Knowledge Management Programme Officer in each subregional office to develop and support communities of practice, as well as to promote the knowledge management networks for the subregion, in collaboration with ECA headquarters-based divisions and subregional office leadership;

(*b*) Five National Officer posts for a Communications Officer in each subregional office to design and manage an internal communications strategy;

(*c*) Three National Officer posts for a Programme Officer in the subregional offices in West, East and Southern Africa, to provide input for the formulation of key country and subregional programmes.

64. The Advisory Committee recalls that, in its report on the ECA repositioning exercise and the strengthening of the subregional offices of ECA (A/61/544), it had pointed out that a shift from analytical towards operational work raised fundamental questions about the respective roles of the ECA headquarters and subregional offices, as well as their integration with other United Nations entities present in the subregions. It had further emphasized the need to continue to review and define the role of the subregional offices. The Advisory Committee believes that these observations remain valid. As noted above, the Secretary-General indicates that the subregional offices continue to face limitations and are constrained from fulfilling their broader responsibilities as a result of a lack of resources. **While the Advisory Committee has no objection to the Secretary-General's proposal for the establishment of 13 National Officer posts for the subregional offices, it continues to deem it necessary to make an assessment of the impact of the repositioning exercise at the earliest opportunity in order to ensure that the objectives are being met (see A/62/7 and Corr.1, para. V.21). The Advisory Committee expects that the results of such an assessment will be reported in the context of the proposed programme budget for the biennium 2010–2011.**

Subprogramme 9 (Statistics)

65. The Africa Centre for Statistics currently has a complement of 17 posts (6 Professional; 11 Local level). The Secretary-General proposes to strengthen the Centre in order to improve implementation of the ECA statistical subprogramme and respond to new data needs in relation to the compilation of yearbooks, Millennium Development Goal indicators, poverty reduction strategies and NEPAD. The Centre also has increasing demands from Member States for support in areas such as the 2010 population and housing censuses. Six additional posts are requested as follows:

(*a*) One P-5 post for the Chief of the Economic Statistics and National Accounts Section;

(*b*) One P-5 post for the Chief of the Demographic and Social Statistics Section;

(*c*) One P-4 post for Census Cartography and Census Data Processing;

(*d*) One P-4 post for a Gender Statistics Specialist;

(*e*) One P-3 post for a Statistical Information Officer to organize and maintain a centralized database for key socio-economic indicators;

(*f*) One P-3 post for a Statistician on Labour Statistics, Trade Statistics and Prices.

The Advisory Committee recognizes the need for strengthening the capacity of the Centre, in view of the high level of demand from Member States and the importance of developing statistical capacity in the region. It therefore recommends approval of the six posts proposed (2 P-5, 2 P-4, 2 P-3) for the Africa Centre for Statistics under subprogramme 9. However, the Advisory Committee stresses the need to strengthen cooperation between ECA and the United Nations Statistics Division and other offices in the area of statistics, in order to avoid duplication and overlaps (see paras. 26 and 27 above).

Programme support

66. Three additional posts are requested for the Division of Administration as follows:

(*a*) One National Officer to provide administrative support to the Finance Section;

(*b*) One National Officer to provide administrative support to the Human Resource Services Section;

(*c*) One National Officer to plan, organize, manage, supervise, coordinate and carry out the work of the Technical and Civil Works Unit in the Facility Management Section.

The Advisory Committee recommends approval of the 3 National Officer posts requested under programme support.

Section 18 (Economic and social development in Asia and the Pacific)

Table 10
Summary of requirements under section 18

Posts	*Number*	*Level*
Existing posts	429	1 Under-Secretary-General, 1 D-2, 11 D-1, 32 P-5, 56 P-4, 48 P-3, 35 P-2/1, 243 Local level, 2 National Officers
Proposed new posts	21	2 D-1, 5 P-5, 1 P-4, 3 P-3, 1 P-2/1, 6 Local level, 3 National Officers
Redeployment	3	1 P-4, 2 P-2/1 (inward)
Total proposed posts	450	1 Under-Secretary-General, 1 D-2, 13 D-1, 37 P-5, 57 P-4, 51 P-3, 36 P-2/1, 249 Local level, 5 National Officers

Resources	*(United States dollars)*
Initial appropriation	83 926 400
Additional resources	3 183 900 (Including 63,000 for consultants and 96,000 for travel of staff)

Subprogramme 3 (Subregional activities for development)

67. With the proposal to establish four additional offices in the subregions (2 subregional, 1 for the United Nations Special Programme for the Economies of Central Asia and 1 for liaison) and to strengthen the existing subregional office for the Pacific, the Secretary-General seeks to promote and support specific subregional priorities and programmes. As indicated, the secretariat of the Economic and Social Commission for Asia and the Pacific (ESCAP) has been working closely with its member States to reposition the Commission and to revise its intergovernmental, programme and secretariat structures in order to enable it to deliver its mandated work and services to member States more effectively and to balance the differing needs of the Commission's five subregions. Additional resources for the proposed subregional offices are requested to implement the programme of work at the subregional level by serving as a link between the subregions and the ESCAP headquarters. Twenty-one additional posts are requested as follows:

(*a*) Establishment of a new subregional office for South and South-West Asia:

(i) One D-1 Head of office;

(ii) One Senior Economic Affairs Officer (P-5) to serve as the Deputy Head of the office and Chief Economist;

(iii) One Social Affairs Officer (P-3), responsible for gender mainstreaming and gender equality programmes;

(iv) One Associate Statistician (P-2) to assist the Chief Economist;

(v) One National Officer to act as the focal point for administrative issues;

(vi) Two Local level staff for administrative and research and support functions, and information technology assistance;

(*b*) Establishment of a new subregional office for East and North-East Asia:

(i) One D-1 Head of office;

(ii) One Senior Economic Affairs Officer (P-5) to serve as the Deputy Head of office and Chief Economist;

(iii) One Social Affairs Officer (P-4), responsible for gender mainstreaming and gender equality programmes;

(iv) One National Officer to act as the focal point for administrative issues;

(v) Two Local level staff for administrative and research and support functions, and information technology assistance;

(*c*) Establishment of a new Liaison Office for South-East Asia:

(i) One P-5 Head of office;

(ii) One P-3 Environmental Affairs Officer for work on disaster risk reduction;

(iii) One Local level staff for administrative and research and support functions, and information technology assistance;

(*d*) Strengthening of the Subregional Office for the Pacific:

(i) One Senior Economic Affairs Officer (P-5) to serve as the Deputy Head of office and Chief Economist;

(ii) One Statistician (P-3) to assist Governments on statistical indicators for monitoring progress in achieving the Millennium Development Goals and other internationally agreed goals;

(*e*) Establishment of a new office for the Special Programme for the Economies of Central Asia for North and Central Asia:

(i) One P-5 Head of office;

(ii) One National Officer for programme monitoring, coordinating with other United Nations entities, and acting as the focal point for administrative issues;

(iii) One Local level staff for administrative and research and support functions, and information technology assistance.

68. The United Nations Special Programme for the Economies of Central Asia (SPECA) is jointly carried out by two regional commissions, the Economic Commission for Europe (ECE) and ESCAP. A further two posts for a Programme Officer at the P-3 level, and Programme Assistant (General Service (Other level)), are proposed for the SPECA Subregional Centre in the paragraphs below on section 19.

69. As noted in the Secretary-General's report (A/62/708, para. 326), the existing subprogramme 3 (Development of Pacific island countries and territories) is proposed to be reformulated as subprogramme 3 (Subregional activities for development) and would include the activities to be implemented by the existing and new subregional offices. The Advisory Committee was informed that the Secretary-General was proposing a new subprogramme 8 (Subregional activities for development) in the proposed strategic framework for the period 2010–2011, which is on the agenda of the Committee for Programme and Coordination at its forty-eighth session. Further, the Advisory Committee was informed that the Secretary-General's proposals for the establishment of four new subregional offices had been adopted unanimously by the Economic and Social Commission for Asia and the Pacific, at its sixty-fourth session, on 30 April 2008.[1]

70. The Advisory Committee is of the view that the Secretary-General's proposals, as presented in his report, lack sufficient details on the specific activities envisaged under each subprogramme or justifications for the resources requested. However, upon request, it was provided with additional information on the rationale and justification for this subregional approach, the basis for determining the location, staffing and functions of the subregional offices and the expected benefits of the proposed subregionalization, as well as details on the additional outputs planned for 2008–2009 by subregional office.

71. **In the Advisory Committee's opinion, the Secretary-General's proposal would entail a major change in the organizational structure and methods of work of ESCAP, with potential programmatic implications. As indicated, ESCAP has a highly centralized structure, under which its programme of work is planned and implemented from its headquarters in Bangkok. With the establishment of subregional offices, different approaches will have to be adopted, with a clear delineation of the division of labour between headquarters and the regions. The Advisory Committee points out that a similar repositioning exercise is under way at ECA and recommends that ESCAP draw on the experience and lessons learned at ECA in setting up and operationalizing its subregional offices.**

72. The Advisory Committee questions the need for establishing a new Liaison Office for South-East Asia in Jakarta, given that ESCAP headquarters is located in the same subregion, in

Bangkok. According to the Secretary-General, the main function of the Liaison Office would be to promote cooperation with the Association of Southeast Asian Nations (ASEAN) and the Non-Aligned Movement Centre for South-South Technical Cooperation. The Advisory Committee is of the view that the envisaged functions could be carried out from the headquarters office in Bangkok. **Accordingly, the Advisory Committee recommends against the three posts (1 P-5, 1 P-3 and 1 Local level) proposed for the liaison office. It recommends approval of the remaining 18 posts proposed for the subregional offices in South and South-West Asia (1 D-1, 1 P-5, 1 P-3, 1 P-2, 1 National Officer, 2 Local level), East and North-East Asia (1 D-1, 1 P-5, 1 P-4, 1 National Officer, 2 Local level), North and Central Asia (1 P-5, 1 National Officer, 1 Local level) and the Pacific (1 P-5, 1 P-3).**

Section 19 (Economic development in Europe)

Table 11
Summary of requirements under section 19

Posts	*Number*	*Level*
Existing posts	195	1 Under-Secretary-General, 1 D-2, 9 D-1, 23 P-5, 32 P-4, 33 P-3, 21 P-2/1, 6 General Service (Principal level), 69 General Service (Other level)
Proposed new posts	5	2 P-4, 2 P-3, 1 General Service (Other level)
Total proposed posts	200	1 Under-Secretary-General, 1 D-2, 9 D-1, 23 P-5, 34 P-4, 35 P-3, 21 P-2/1, 6 General Service (Principal level), 70 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	59 917 100
Additional resources	551 000 (Including 9,000 for staff travel)

73. The Advisory Committee was informed that the present proposals of ECE were exclusively focused on strengthening support to middle and low-income countries of the region, in areas where the level of resources was not sufficient to fulfil current mandates, such as the implementation of ECE norms and standards in countries with economies in transition and the monitoring of internationally agreed development goals of high relevance to these countries.

Executive direction and management

74. One P-4 Economic Affairs Officer is requested in the Office of the Executive Secretary to monitor trends, identify gaps and provide policy analysis with respect to progress made towards the achievement of the Millennium Development Goals in the countries of Eastern Europe, Central Asia and the Caucasus, as well as to respond to requests related to regional follow-up to global conferences and other matters. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 3 (Statistics)

75. The Advisory Committee notes the approach taken by ECE to develop jointly with the United Nations Children's Fund (UNICEF) and the United Nations Development Programme (UNDP) a regional database for monitoring Millennium Development Goals that addresses the wide range of specific issues faced by its member States, including countries of the Commonwealth of Independent States (CIS) and the South-Eastern European region. One P-3

Statistician is requested in the Statistical Division to participate in the establishment, development and management of the ECE Millennium Development Goal regional database for Eastern European, Central Asian and Caucasus countries, provide technical assistance to member States and serve as the focal point in the region for Millennium Development Goal related statistics. **The Advisory Committee recommends approval of this proposal.**

76. The Advisory Committee notes the close collaboration of ECE with other United Nations entities in the implementation of the regional Millennium Development Goal database and requests that ECE continue sharing its expertise and that it deepen cooperation in this area with the other regional commissions (see paras. 26 and 27 above).

Subprogramme 5 (Sustainable energy)

77. One P-4 Economic Affairs Officer is proposed in the Sustainable Energy Division of ECE to, inter alia, promote energy efficiency in the region and beyond, develop capacities and provide assistance to member States in financing and launching energy investment projects. **The Advisory Committee recommends approval of this proposal.**

Programme support

78. One P-3 Programme Officer and one Programme Assistant (General Service (Other level)) are proposed to be based in the joint ECE/ESCAP SPECA subregional office, to ensure regular liaison with the Governments of member countries, strengthen support to SPECA governing bodies and project working groups and help member States improve needs assessment, planning, implementation and evaluation of projects. **The Advisory Committee recommends approval of this proposal.**

79. As noted in paragraph 68 above, the United Nations Special Programme for the Economies of Central Asia (SPECA) is jointly carried out by two regional commissions (ECE and ESCAP). Three further posts (one P-5 Head of office, one National Officer and one Local level staff) are proposed for the SPECA Subregional Centre in the paragraphs above on section 18.

Section 20 (Economic and social development in Latin America and the Caribbean)

Table 12
Summary of requirements under section 20

Posts	*Number*	*Level*
Existing posts	476	1 Under-Secretary-General, 1 D-2, 14 D-1, 27 P-5, 60 P-4, 48 P-3, 47 P-2/1, 272 Local level, 4 General Service (Other level), 2 National Officers
Proposed new posts	28	2 P-5, 3 P-4, 12 P-3, 2 P-2/1, 9 Local level
Reclassification	1	1 P-4 to P-5
Total proposed posts	504	1 Under-Secretary-General, 1 D-2, 14 D-1, 30 P-5, 62 P-4, 60 P-3, 49 P-2/1, 281 Local level, 4 General Service (Other level), 2 National Officers

Resources	*(United States dollars)*
Initial appropriation	104 445 000
Additional resources	3 057 800 (Including 151,000 for consultants and 67,000 for staff travel)

80. The Advisory Committee notes the approach taken by the Economic Commission for Latin America and the Caribbean (ECLAC) with respect to this exercise, which aims to strengthen the overall operational capacity of its subprogrammes in the following substantive areas:

(*a*) Regional cooperation for the achievement of Millennium Development Goals, with an emphasis on the production of reliable statistics and indicators for monitoring the Goals, as well as strengthening analysis and provision of advisory and capacity-building services;

(*b*) Sustainable development in Latin America and the Caribbean, focusing on strengthening research and policy advice in the area of climate change, adaptation and mitigation;

(*c*) Innovation, information and communications technology (ICT) and knowledge management.

81. The Advisory Committee also notes that a high proportion of the additional posts proposed are at the junior level (P-3/2). It was informed that this approach was taken as an integral part of the ECLAC human resources strategy for rejuvenating and expanding its staff base through the incorporation of highly qualified and multi-skilled young professionals, in anticipation of a large number of upcoming retirements. The Advisory Committee commends ECLAC for proactive planning and management of its human resources.

Subprogramme 1 (Linkages with the global economy, regional integration and cooperation)

82. The key objective of the subprogramme is to strengthen linkages between countries in the region and the global economy and to promote regional cooperation and integration schemes at the subregional, regional and hemispheric levels. Three additional posts are requested for the International Trade and Integration Division as follows:

(*a*) One P-4 Economic Affairs Officer, to contribute to the strengthening of the analytical capabilities of the Division as regards emerging issues such as trade and poverty;

(*b*) One P-3 Economic Affairs Officer to strengthen the Division's analytical capabilities in the area of public-private partnerships;

(*c*) One Local level Research Assistant to provide research and administrative support.

The Advisory Committee recommends approval of the proposals under subprogramme 1.

Subprogramme 2 (Production and innovation)

83. It is proposed to strengthen the analytical, research, monitoring and policy assessment capabilities of the subprogramme, in particular in the areas of innovation and information and communications technology for development. Three additional posts are requested for the Division of Production, Productivity and Management as follows:

(*a*) Two P-3 Economic Affairs Officers to carry out research and analytical work and to provide policy recommendations and other technical cooperation services related to innovation and science and technology issues, as well as information and communications technology for development;

(*b*) One Local level Research Assistant to support analysis and research, and to organize, update and improve databases.

The Advisory Committee recommends approval of the proposals under subprogramme 2.

Subprogramme 4 (Social development and equity)

84. The Secretary-General proposes to strengthen the subprogramme's capacity in the areas of monitoring, evaluation, sharing of best practices and follow-up actions for the advancement of the countries of the region towards the achievement of the Millennium Development Goals, as well as to expand technical assistance and training activities. Three additional posts as well as a reclassification are proposed for the Social Development Division as follows:

(*a*) Reclassification of one vacant P-4 post to a P-5 Senior Social Affairs Officer post to provide advisory and capacity-building services at a senior level;

(*b*) One P-3 Social Affairs Officer to strengthen the work of the subprogramme related to monitoring progress made towards achieving the Millennium Development Goals;

(*c*) Two Local level Research Assistants.

The Advisory Committee recommends approval of the posts for one P-3 Social Affairs Officer and two Local level Research Assistants. It did not find the justification for the proposal to reclassify the vacant P-4 post to a P-5 Senior Social Affairs Officer convincing and recommends against the proposed reclassification.

Subprogramme 5 (Mainstreaming gender perspective in regional development)

85. The Secretary-General indicates that there is a need to increase the subprogramme's capacity in order to respond to increasing demands from Member States relating to gender mainstreaming and to provide support for the creation of a regional observatory on gender parity. Upon enquiry, the Advisory Committee was informed that an inter-institutional working group made up of ECLAC, the United Nations Population Fund, the United Nations Development Fund for Women, the International Research and Training Institute for the Advancement of Women and the United Nations Office for Project Services held its first meeting in March 2008 to discuss establishment of the Observatory on Gender Parity. Three additional posts are proposed for the Gender Division as follows:

(*a*) One P-5 Senior Social Affairs Officer to carry out research and provide substantive servicing during meetings and regional conferences, technical advisory services and training in the gender area in support of Member States, as well as to supervise the development of the new Observatory on Gender Parity;

(*b*) One P-3 Social Affairs Officer to provide services related to the Gender Statistics Group for capacity-building, technical cooperation and support in the field of gender statistics;

(*c*) One Local level Social Affairs Assistant for supporting intergovernmental bodies and related new activities of the Observatory on Gender Parity, as well as providing support for conferences and meetings.

The Advisory Committee recommends approval of the posts for one P-3 Social Affairs Officer and one Local level Social Affairs Assistant. In the view of the Advisory Committee, the requirement for a Senior Social Services Officer for the Observatory on Gender Parity at the P-5 level is not sufficiently justified. It therefore recommends that the function be approved at the P-4 level.

Subprogramme 6 (Population and development)

86. It is proposed to strengthen the subprogramme in the areas of research, data collection, evaluation and policy formulation in response to increasing requests from Member States for technical advisory services and capacity-building activities to improve their demographic data on indigenous peoples, Afro-descendants, ageing and migration. Two additional posts are proposed for the Population Division as follows:

(*a*) One P-3 Population Affairs Officer to strengthen the research, analysis and policy development capabilities of the Division;

(*b*) One Local level Research Assistant for carrying out substantive and logistical tasks.

The Advisory Committee recommends approval of the proposals under subprogramme 6.

Subprogramme 8 (Sustainable development and human settlements)

87. ECLAC proposes to strengthen its substantive, analytical and advisory activities in the area of climate change, adaptation and mitigation, in response to General Assembly resolutions 61/201 of 20 December 2006 on the protection of global climate for present and future generations of mankind and 61/198 and 61/200 also of 20 December 2006 relating to natural disaster management. Four additional posts are proposed for the Sustainable Development and Human Settlements Division as follows:

(*a*) One P-5 Senior Economic Affairs Officer to lead the work on climate change mitigation and adaptation;

(*b*) One P-3 Economic Affairs Officer to support the strengthening of the analytical capabilities of the Division on climate change, and to liaise with regional Governments and other United Nations entities;

(*c*) One P-2 Economic Affairs Officer to provide research support to the subprogramme;

(*d*) One Local level Research Assistant.

The Advisory Committee recommends acceptance of the posts for one P-5 Senior Economic Affairs Officer, one P-2 Economic Affairs Officer and one Research Assistant. The Advisory Committee recommends against the additional P-3 Economic Affairs Officer, in view of the existing capacity in the Division.

Subprogramme 9 (Natural resources and infrastructure)

88. The Secretary-General proposes to strengthen the subprogramme's capacity to deliver mandated activities and increase the technical cooperation services provided in the areas of renewable energies and sustainable water management. Four additional four are proposed for the Division of Natural Resources and Infrastructure as follows:

(*a*) One P-4 Economic Affairs Officer responsible for research, monitoring, technical cooperation projects and advisory services in areas such as biofuels, financial and normative instruments for the promotion of energy efficiency, economic and regulatory incentives for renewable energy technologies and non-conventional resources, and the rational use of bioenergy resources;

(*b*) One P-2 Economic Affairs Officer for research in the area of integrated water management, institutional arrangements for water management and the regulation of associated public services and utilities;

(*c*) One P-2 Economic Affairs Officer for research support in the energy area, with a special focus on renewable energy and biofuels;

(*d*) One Local level Research Assistant to provide research support.

The Advisory Committee recommends approval of the proposals under subprogramme 9.

Subprogramme 10 (Statistics and economic projections)

89. It is proposed to strengthen the subprogramme's capacity to provide technical cooperation services and deliver mandated activities in the statistical follow-up of the Millennium Development Goals and other internationally agreed development goals. One additional post is proposed for a P-3 Statistician in the Statistics and Economic Projections Division to support the implementation of the work programme related to statistics and indicators of achievement of the Millennium Development Goals. **The Advisory Committee recommends approval of this proposal** (see paras. 26 and 27 above).

Subprogramme 11 (Subregional activities in Mexico and Central America)

90. It is proposed to strengthen the analytical, research, monitoring and policy assessment capabilities of the subprogramme in the areas of regional integration and knowledge management strategies. Three additional posts are proposed for the subregional headquarters in Mexico as follows:

(*a*) One P-4 Economic Affairs Officer for analytical, research and technical cooperation work relating to regional integration, trade, energy and the environment, including collaboration in the design and implementation of trade-related capacity-building activities/strategies and coordination of technical cooperation in integration matters;

(*b*) One P-3 Knowledge Management Officer responsible for developing and implementing the ECLAC knowledge management strategy in the subregional setting of Mexico and Central America;

(*c*) One Local level Research Assistant for processing and analysing statistics.

The Advisory Committee recommends acceptance of the posts for one P-3 Knowledge Management Officer and one Research Assistant at the local level. Given the existing capacity (41 posts) in the Office, the Advisory Committee is of the view that this function of the P-4 Economic Affairs Officer could be performed from within existing staffing resources and therefore recommends against approval of that proposal.

Subprogramme 12 (Subregional activities in the Caribbean)

91. The proposed strengthening of the subprogramme aims to increase the subprogramme's capacity to deliver its mandated activities in the areas of sustainable development of small island developing States and information and communication technologies. Two additional posts are proposed for the subregional headquarters in the Caribbean as follows:

(*a*) One P-3 Sustainable Development Officer, responsible for the work of the subregional office, to serve as a focal point in the areas of climate change, mitigation and adaptation strategies and programmes, as well as disaster prevention and evaluation;

(*b*) One P-3 Knowledge Management Officer, in charge of developing and implementing the ECLAC knowledge management strategy in the subregional setting of the Caribbean.

The Advisory Committee recommends approval of the proposals under subprogramme 12.

Section 21 (Economic and social development in Western Asia)

Table 13
Summary of requirements under section 21

Posts	*Number*	*Level*
Existing posts	255	1 Under-Secretary-General, 1 D-2, 7 D-1, 23 P-5, 32 P-4, 28 P-3, 18 P-2/1, 144 Local level, 1 Field Service
Proposed new posts	8	1 P-5, 3 P-4, 2 P-3, 1 National Officer, 1 Local level
Total proposed posts	263	1 Under-Secretary-General, 1 D-2, 7 D-1, 24 P-5, 35 P-4, 30 P-3, 18 P-2/1, 1 National Officer, 145 Local level, 1 Field Service

Resources	*(United States dollars)*
Initial appropriation	58 107 500
Additional resources	1 666 600 (Including 221,000 for consultants and 63,000 for staff travel)

Subprogramme 1 (Integrated management of natural resources for sustainable development)

92. The Secretary-General indicates that the workload of the subprogramme has been increasing as a result of the General Assembly's decision to accord high priority to climate change issues; increased demand for regional inputs to the General Assembly, the Economic and Social Council, the Commission on Sustainable Development and other relevant global forums; increased technical collaboration required to support the work of the Councils of Arab Ministers Responsible for the Environment and Electricity; and increased interaction with the member countries in tackling transboundary issues related to the management of natural resources and the environment. One additional post is proposed in the Sustainable Development and Productivity Division for a P-4 Environment and Development Officer, responsible for carrying out research and analysis on climate change issues. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 2 (Integrated social policies)

93. Additional resources are requested to fill a gap in the capacity of the Social Development Division to undertake integrated analytical work in relation to the strengthening of interlinkages between the economic and social dimensions of development in close collaboration with other regional entities. One additional post is proposed for a P-4 Economic and Development Planning Officer, responsible for undertaking analytical work and research, facilitating policy debate, and assisting countries in the formulation of sound national development policies and programmes. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 3 (Economic development and integration)

94. The Secretary-General indicates that it is essential to strengthen the capacity of the Economic Development and Globalization Division in order to enable it to conduct thorough research pertaining to macroeconomic policy and to ensure effective substantive inter-agency coordination for the timely production of the Millennium Development Goals report for the Arab region. Two additional posts for one P-4 and one P-3 Economic Affairs Officer are proposed to respond to Economic and Social Council resolution 2007/30 of 27 July 2007 on follow-up to the International Conference on Financing for Development, and to effectively assist member Governments in the mobilization of resources for development, especially in the non-oil-producing countries and the least developed countries of the region. **The Advisory Committee recommends approval of this proposal.**

Subprogramme 4 (Information and communications technology for regional integration)

95. Additional resources are requested to assure the effective operation and management of the Economic and Social Commission for Western Asia (ESCWA) Technology Centre, and the establishment of a regional forum to facilitate knowledge-sharing among member countries on transfer of technology for sustainable economic and social development in the region. Three additional posts are requested as follows:

(*a*) One P-5 post for the Head of the ESCWA Technology Centre;

(*b*) One National Officer to carry out research and analysis in the area of the promotion of South-South cooperation in technology transfer, as well as for programme planning, monitoring and evaluation support;

(*c*) One Local level post to support the Centre.

96. The Advisory Committee requested additional information regarding the status of the establishment of the Technology Centre, as well as its functions and funding framework. It was informed that the establishment of the Centre was approved by ESCWA at its twenty-fourth session, held in May 2006. The Advisory Committee also understands that the Centre is to be funded mainly from extrabudgetary resources and is not yet established. **The Advisory**

Committee recommends against approval of the P-5 post for the Head of the ESCWA Technology Centre. It recommends acceptance of the other proposals for one National Officer and one Local level posts.

Subprogramme 5 (Statistics for evidence-based policymaking)

97. Additional resources are requested to allow ESCWA to fulfil its mandate on the promotion of gender equality and empowerment of women, as called for in the 2005 World Summit and in Economic and Social Council resolution 2007/33 of 27 July 2007 on mainstreaming a gender perspective into all policies and programmes in the United Nations system. One additional post is proposed in the Statistics Division for a P-3 Statistician, responsible for the collection, extrapolation, verification and development of gender statistics, including in the areas of education, the share of women in wage employment in the non-agricultural sector, and the proportion of seats held by women in national parliaments. **The Advisory Committee recommends approval of this proposal.**

Section 28D (Office of Central Support Services)

Table 14
Summary of requirements under section 28D

(United States dollars)

Resources	
Initial appropriation	236 300 100
Additional resources	1 665 400

98. Additional requirements of $1,665,400 are estimated for section 28D to provide for the cost of office accommodation, office furniture and general operating expenses for proposed new staff at Headquarters. **The reductions in staff recommended in the paragraphs above would lead to a consequent reduction of $372,500 under support services.**

Section 28E (Administration, Geneva)

Table 15
Summary of requirements under section 28E

(United States dollars)

Resources	
Initial appropriation	101 128 200
Additional resources	101 389 700

99. Additional requirements of $101,389,700 are estimated for section 28E to provide for the cost of office accommodation, office furniture and general operating expenses for proposed new staff in Geneva. **The reductions in staff recommended in the paragraphs above would lead to a consequent reduction of $112,400 under support services.**

Conclusion

100. The Secretary-General is requesting the General Assembly to approve, effective 1 July 2008, under the programme budget for the biennium 2008–2009: (*a*) the establishment of 152 new posts

(5 D-1, 23 P-5, 44 P-4, 32 P-3, 5 P-2/1, 4 General Service (Other level), 17 General Service (Local level) and 22 National Officer posts); (*b*) the abolition of 1 post at the level of Under-Secretary-General and 1 General Service (Other level) post; (*c*) the reclassification of 1 post from the P-4 to the P-5 level; and (*d*) the redeployment of 3 posts at the P-4 level and 2 posts at the P-2/1 level within the respective budget sections.

101. **Of the 152 posts proposed by the Secretary-General, the Advisory Committee has recommended approval of a total of 135 new posts and one position to be funded from general temporary assistance, to be established from 1 January 2009. As regards the proposed abolition of the posts of Under-Secretary-General and one General Service under section 11, the Committee's observations are contained in paragraph 51 above. The Committee's recommendations on posts would entail a reduction of non-post resources. Given the lapse in the effective implementation date of 1 July 2008 originally anticipated by the Secretary-General, the non-post resources have been adjusted accordingly (see table 16 below).**

102. **The recommendations of the Advisory Committee would entail reductions totalling $9,327,700 gross ($8,500,800 net), as follows:**

Table 16

Reductions entailed by Advisory Committee recommendations

(United States dollars)

Section		*Post reductions*	*Non-post reductions*	**Total**
9.	Economic and social affairs	2 093 500	184 800	**2 278 300**
10.	Least developed countries, landlocked developing countries and small island developing States	193 600	15 500	**209 100**
11.	United Nations support for the New Partnership for Africa's Development	(149 100)[a]	155 000	**5 900**
12.	Trade and development	1 352 300	183 000	**1 535 300**
17.	Economic and social development in Africa	561 600	453 400	**1 015 000**
18.	Economic and social development in Asia and the Pacific	847 200	233 300	**1 080 500**
19.	Economic development in Europe	176 400	—	**176 400**
20.	Economic and social development in Latin America and the Caribbean	1 102 900	—	**1 102 900**
21.	Economic and social development in Western Asia	398 400	214 100	**612 500**
28D.	Office of Central Support Services	—	372 500	**372 500**
28E.	Administration, Geneva	—	112 400	**112 400**
	Total (net)	**6 576 800**	**1 924 000**	**8 500 800**
35.	Staff assessment	826 900	—	**826 900**
	Total (gross)	**7 403 700**	**1 924 000**	**9 327 700**

[a] Increase for post resources, owing to abolition of posts of one Under-Secretary-General and one General Service (Other level) from 1 January 2009 rather than 1 July 2008.

103. **Accordingly, the Advisory Committee recommends that the General Assembly approve total staffing and non-staffing requirements of $16,243,300 gross ($14,723,500 net) for the period from 1 January 2009 to 31 December 2009.**

Notes

[1] See E/ESCAP/64/39, para. 183.

Annex I

Approved appropriations for the Department of Economic and Social Affairs, the Development Account, the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, the New Partnership for Africa's Development, the United Nations Conference on Trade and Development and the regional commissions for the bienniums 1998–1999 to 2008–2009, including resources proposed for 2008–2009 for development-related activities

	1998–1999[a]		*2000–2001*[b]		*2002–2003*[c]		*2004–2005*[d]		*2006–2007*[e]		*2008–2009*[f]		*2008–2009 (A/62/7)*	
	Thousands of United States dollars	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*
Total United Nations	2 532 331.2	100.0	2 535 689.2	100.0	2 625 178.7	100.0	3 160 860.3	100.0	3 798 912.5	100.0	4 171 391.7	100.0	4 196 930.7	100.0
Total Department of Economic and Social Affairs/Development Account/Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States/NEPAD/UNCTAD/regional commissions	550 810.6	21.8	524 961.6	20.7	520 388.2	19.8	616 364.3	19.5	678 918.8	17.9	744 078.7	17.8	765 358.6	18.2
Department of Economic and Social Affairs	109 262.3	4.3	113 112.6	4.5	121 043.4	4.6	137 739.4	4.4	157 930.9	4.2	158 384.8	3.8	163 849.5	3.9
Development Account	13 065.0	0.5	13 065.0	0.5	13 065.0	0.5	13 065.0	0.4	13 954.1	0.4	18 651.3	0.4	18 651.3	0.4
Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States	—	0.0	—	0.0	3 055.6	0.1	4 231.9	0.1	5 056.8	0.1	5 460.4	0.1	6 071.7	0.1
NEPAD	5 385.2	0.2	5 883.4	0.2	5 932.7	0.2	9 344.0	0.3	10 791.9	0.3	11 641.9	0.3	11 952.8	0.3
UNCTAD	96 296.9	3.8	87 665.5	3.5	84 858.4	3.2	106 241.8	3.4	111 091.6	2.9	123 746.1	3.0	127 458.4	3.0
Regional commissions	326 801.2	12.9	305 235.1	12.0	292 433.1	11.1	345 742.2	10.9	380 093.5	10.0	426 194.2	10.2	437 374.9	10.4
Economic Commission for Africa	87 926.4	3.5	78 455.2	3.1	80 760.1	3.1	95 617.0	3.0	106 051.4	2.8	119 798.2	2.9	122 519.6	2.9
Economic and Social Commission for Asia and the Pacific	56 167.5	2.2	57 031.6	2.2	52 804.5	2.0	66 644.0	2.1	71 818.1	1.9	83 926.4	2.0	87 110.3	2.1
Economic Commission for Europe	44 875.4	1.8	40 554.6	1.6	40 605.9	1.5	50 196.8	1.6	54 176.7	1.4	59 917.1	1.4	60 466.1	1.4
Commission for Latin America and the Caribbean	87 906.9	3.5	78 857.5	3.1	69 167.4	2.6	80 804.0	2.6	94 630.4	2.5	104 445.0	2.5	107 504.8	2.6
Economic and Social Commission for Western Asia	49 925.0	2.0	50 336.2	2.0	49 095.2	1.9	52 480.4	1.7	53 416.9	1.4	58 107.5	1.4	59 774.1	1.4

[a] General Assembly resolution 52/221 A.

[b] General Assembly resolution 54/250 A.

[c] General Assembly resolution 56/254 A.

[d] General Assembly resolution 58/271 A.

[e] General Assembly resolution 60/247 A.

[f] General Assembly resolution 62/237 A.

Annex II

Approved posts in the Professional and General Service categories for the Department of Economic and Social Affairs, the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, the New Partnership for Africa's Development, the United Nations Conference on Trade and Development and the regional commissions for the bienniums 1998–1999 to 2008–2009, including resources proposed for 2008–2009 for development-related activities

	1998–1999			*2000–2001*			*2002–2003*[a]			*2004–2005*[b]			*2006–2007*[c]			*2008–2009*			*2008–2009 + A/62/708*		
	Total	*P*	*GS*	**Total**	*P*	*GS*	**Total**	*P*	*GS*	**Total**	*P*	*GS*	**Total**	*P*	*GS*	**Total**	*P*	*GS*	**Total**	*P*	*GS*
Total United Nations	**8 792**	**3 642**	**5 150**	**8 926**	**3 743**	**5 183**	**8 919**	**3 814**	**5 105**	**9 119**	**3 911**	**5 208**	**9 637**	**4 135**	**5 502**	**9 923**	**4 336**	**5 587**	**9 998**	**4 369**	**5 629**
Percentage change versus prior biennium	—	—	—	**1.5**	2.8	0.6	**-0.1**	1.9	-1.5	**2.2**	2.5	2.0	**5.7**	5.7	5.6	**3.0**	4.9	1.5	**3.7**	5.7	2.3
Total Department of Economic and Social Affairs/Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States/ NEPAD/UNCTAD/ regional commissions	**2 949**	1 326	1 623	**2 932**	1 325	1 607	**2 963**	1 360	1 603	**3 035**	1 394	1 641	**2 860**	1 415	1 445	**2 871**	1 424	1 447	**3 021**	1 532	1 489
Percentage of total United Nations	**33.5**	36.4	31.5	**32.8**	35.4	31.0	**33.2**	35.7	31.4	**33.3**	35.6	31.5	**29.7**	34.2	26.3	**28.9**	32.8	25.9	**30.2**	35.1	26.5
Percentage change versus prior biennium	—	—	—	**-0.6**	-0.1	-1.0	**1.1**	2.6	-0.2	**2.4**	2.5	2.4	**-5.8**	1.5	-11.9	**0.4**	0.6	0.1	**5.6**	8.3	3.0
Department of Economic and Social Affairs	**528**	293	235	**517**	287	230	**529**	303	226	**541**	317	224	**542**	320	222	**537**	316	221	**570**	349	221
Percentage of total United Nations	**6.0**	8.0	4.6	**5.8**	7.7	4.4	**5.9**	7.9	4.4	**5.9**	8.1	4.3	**5.6**	7.7	4.0	**5.4**	7.3	4.0	**5.7**	8.0	3.9
Percentage change versus prior biennium	—	—	—	**-2.1**	-2.0	-2.1	**2.3**	5.6	-1.7	**2.3**	4.6	-0.9	**0.2**	0.9	-0.9	**-0.9**	-1.3	-0.5	**5.2**	9.1	-0.5
Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States							**13**	9	4	**14**	10	4	**15**	11	4	**15**	11	4	**20**	15	5
Percentage of total United Nations	—	—	—	—	—	—	**0.1**	0.2	0.1	**0.2**	0.3	0.1	**0.2**	0.3	0.1	**0.2**	0.3	0.1	**0.2**	0.3	0.1
Percentage change versus prior biennium	—	—	—	—	—	—	—	—	—	**7.7**	11.1	0.0	**7.1**	10.0	0.0	**0.0**	0.0	0.0	**33.3**	36.4	25.0
New Partnership for Africa's Development	**19**	12	7	**23**	14	9	**23**	14	9	**30**	19	11	**32**	21	11	**33**	22	11	**36**	26	10
Percentage of total United Nations	**0.2**	0.3	0.1	**0.3**	0.4	0.2	**0.3**	0.4	0.2	**0.3**	0.5	0.2	**0.3**	0.5	0.2	**0.3**	0.5	0.2	**0.4**	0.6	0.2
Percentage change versus prior biennium	—	—	—	**21.1**	16.7	28.6	**0.0**	0.0	0.0	**30.4**	35.7	22.2	**6.7**	10.5	0.0	**3.1**	4.8	0.0	**12.5**	23.8	-9.1
United Nations Conference on Trade and Development	**396**	229	167	**401**	231	170	**393**	226	167	**395**	228	167	**390**	230	160	**391**	231	160	**413**	250	163
Percentage of total United Nations	**4.5**	6.3	3.2	**4.5**	6.2	3.3	**4.4**	5.9	3.3	**4.3**	5.8	3.2	**4.0**	5.6	2.9	**3.9**	5.3	2.9	**4.1**	5.7	2.9
Percentage change versus prior biennium	—	—	—	**1.3**	0.9	1.8	**-2.0**	-2.2	-1.8	**0.5**	0.9	0.0	**-1.3**	0.9	-4.2	**0.3**	0.4	0.0	**5.9**	8.7	1.9
Regional commissions	**2 006**	792	1 214	**1 991**	793	1 198	**2 005**	808	1 197	**2 055**	820	1 235	**1 881**	833	1 048	**1 895**	844	1 051	**1 982**	892	1 090

	1998–1999			*2000–2001*			*2002–2003*[a]			*2004–2005*[b]			*2006–2007*[b]			*2008–2009*			*2008–2009 + A/62/708*		
	Total	*P*	*GS*[c]	**Total**	*P*	*GS*[c]	**Total**	*P*	*GS*[c]	**Total**	*P*	*GS*[c]	**Total**	*P*	*GS*[c]	**Total**	*P*	*GS*[c]	**Total**	*P*	*GS*[c]
Percentage of total United Nations	**22.8**	21.7	23.6	**22.3**	21.2	23.1	**22.5**	21.2	23.4	**22.5**	21.0	23.7	**19.5**	20.1	19.0	**19.1**	19.5	18.8	**19.8**	20.4	19.4
Percentage change versus prior biennium	—	—	—	**-0.7**	0.1	-1.3	**0.7**	1.9	-0.1	**2.5**	1.5	3.2	**-8.5**	1.6	-15.1	**0.7**	1.3	0.3	**5.4**	7.1	4.0
Economic Commission for Africa	**562**	216	346	**570**	221	349	**572**	222	350	**572**	223	349	**526**	222	304	**540**	232	308	**565**	239	326
Economic and Social Commission for Asia and the Pacific	**492**	181	311	**468**	173	295	**472**	175	297	**494**	179	315	**429**	183	246	**429**	184	245	**450**	196	254
Economic Commission for Europe	**195**	114	81	**196**	115	81	**198**	119	79	**195**	119	76	**195**	119	76	**195**	120	75	**200**	124	76
Economic Commission for Latin America and the Caribbean	**491**	178	313	**491**	181	310	**493**	186	307	**503**	192	311	**476**	199	277	**476**	198	278	**504**	217	287
Economic and Social Commission for Western Asia	**266**	103	163	**266**	103	163	**270**	106	164	**291**	107	184	**255**	110	145	**255**	110	145	**263**	116	147

[a] Includes redeployment of 13 posts from sections 10 (NEPAD (3 posts)) and 11A (Trade and development (10 posts)) to new section 9A (Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States) as specified in documents A/56/645/Add.1 and Corr.1 and 2 and A/C.3/56/L.81.

[b] Increase in total United Nations Secretariat posts and decrease of posts under regional commissions in the bienniums 2004–2005 and 2006–2007 are due primarily to the strengthening of security and safety.

[c] Includes Security Service, Local level, Field Service, National Officer and Trades and Crafts posts.

Annex III

Breakdown of resource implications by budget section

	Budget section (United States dollars)										
	9	*10*	*11*	*12*	*17A*	*18*	*19*	*20*	*21*	*28D*	*28E*
Initial appropriation for 2008–2009	158 384 800	5 440 400	11 641 900	123 746 100	119 798 200	83 926 400	59 917 100	104 445 000	58 107 500	236 300 100	112 185 000
Additional requests for 2008–2009	5 464 700	630 700	310 900	3 712 300	2 721 400	3 183 900	551 000	3 057 800	1 666 600	1 665 400	259 600
Revised estimates for 2008–2009	163 849 500	6 071 100	11 952 800	127 458 400	122 519 600	87 110 300	60 468 100	107 502 800	59 774 100	237 965 500	112 444 600
Delayed impact provision for full costing of new posts in 2010–2011	6 603 500	834 800	988 700	4 312 200	2 203 000	2 716 900	771 400	3 452 300	1 255 500		
Total additional costs with full costing of new posts (at 2008–2009 rates)	12 068 200	1 465 500	1 299 600	8 024 500	4 924 400	5 900 800	1 322 400	6 510 100	2 922 100		
Approved posts for 2008–2009	537	15	33	391	540	429	195	476	255		
New posts proposed	33	5	3	22	25	21	5	28	8		
Proposed posts for 2008–2009	570	20	36	413	565	450	200	504	263		

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